DOCUMENT RESUME

ED 073 888 RC 006 857

AUTHOR	Harward, Noami
TITLE	Socio-Economic and Other Variations Related to Rehabilitation of Mexican Americans in Arizona. Final Report.
INSTITUTION	Arizona State Univ., Tempe.
SPONS AGENCY	Social and Rehabilitation Service (DHEW), Washington, D.C. Div. of Research and Demonstration Grants.
PUB DATE	May 69
NOTE	99p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	*Anglo Americans; *Attitudes; Background; Cultural Factors; Education; Employment; Job Training; Literature Reviews; *Mexican Americans; Rehabilitation Programs; *Socioeconomic Influences; *Vocational Rehabilitation

ABSTRACT

In order to increase understanding of the Mexican American rehabilitant and to analyze the effectiveness of vocational rehabilitation services to them, this study was conducted in the central and southern sections of Arizona. Specific areas of study were (1) the general characteristics of Mexican American rehabilitants, (2) specific attitudes of the Mexican American which were most relevant to vocational rehabilitation, and (3) the outcome of rehabilitation services provided this group. The sample consisted of 153 Mexican Americans and 153 Anglo Americans who were matched on the basis of sex, age, type of disability, and former occupation. Those married to Mexican Americans but not one themselves, Latin Americans, and those not native-born white Americans were excluded. Interviews were conducted shortly after the applicant applied for vocational rehabilitation services and every 6 months thereafter for one year. The interviews were tape recorded. Analyzed statistically were 1,250 items which included the responses to the interview questions; data obtained from the Arizona Division of Vocational Rehabilitation; the results of an analysis of differences in goals, treatment, and attitudes; and the findings on lost cases. Some of the findings were (1) that there was no significant difference between the 2 groups in outcome in rehabilitation and (2) that no significant difference in status between the 2 groups existed at the completion of the rehabilitation process. (NQ)

FILMED FROM BEST AVAILABLE COPY

ED 073888

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

RECEIVED
APR 28 1973
NMSU
E.R.I.C.

SOCIO-ECONOMIC AND OTHER VARIATIONS RELATED TO REHABILITATION OF

MEXICAN AMERICANS in ARIZONA

NAOMI HARWARD
Arizona State University

RC006857

FINAL REPORT OF A STUDY SUPPORTED IN PART BY RESEARCH GRANT RD-2005-P-68-C2 FROM THE DIVISION OF RESEARCH AND DEMONSTRATION GRANTS, SOCIAL AND REHABILITATION SERVICE, DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D. C.

ED 073888

RECEIVED
APR 23 1973
NMSU
E.R.I.C.

Socio-Economic and Other Variations Related to Rehabilitation of Mexican Americans in Arizona

Final Report of a Study by

NAOMI HARWARD
Associate Professor of Sociology
Arizona State University
Tempe

Supported in part by

Research Grant RD-2005-P-68-C2
from the Division of Research and
Demonstration Grants,
Social and Rehabilitation Service,
Department of Health, Education, and Welfare
Washington, D. C. 20201

MAY, 1969

Bureau of Publications
Arizona State University
1969

Contents

Acknowledgments iv

Introduction vii

Review of Relevant Literature 1

Methodology 12

Findings on Characteristics of Mexican Americans 19

Lost Cases 41

Outcome in Vocational Rehabilitation 45

Summary of Findings 60

Implications for Vocational Rehabilitation 71

Bibliography 76

English Version of Schedule for First Interview 82

Acknowledgments

A special mention of appreciation should be given to members of the research team who made outstanding contributions to this study. The group's spirit carried the study through many rough spots, making it both productive and enjoyable. They deserve special commendation for their willingness to give the extra effort needed at crucial times.

The interviewers were Mrs. Carol Erickson and Mr. Walter Dugan. Mrs. Erickson, the Anglo American interviewer for the study, worked one year establishing a child guidance clinic in Panama. She has held various positions of leadership as a psychiatric social worker in the Phoenix area and was employed as a field work supervisor for the Graduate School of Social Service Administration at Arizona State University for a year prior to her work on the study.

Mr. Dugan worked among Mexican Americans in the inner cities of Phoenix and Tucson for many years, conducting church services and weekly broadcasts in Spanish. Prior to that he taught science and was director of an agricultural school in Chile for 21 years. He also taught rural sociology in three Chilian universities for two years. He served as chairman of the Governor's Policy Board for Vocational Rehabilitation in Arizona from 1966 to 1968.

Mrs. Carolyn Schlarbaum acted as head coder for the study and general assistant to the project director. A graduate student in the ASU Sociology Department at the beginning of the study, she added both her academic knowledge of sociology and her earlier training in psychology to the development of the study.

The statistical work was done by two doctoral students in engineering under the guidance of Dr. O. B. Moan, Professor of Engineering. Mr.

Robert Smith did the original programming for the statistical analysis and Mr. William Thompson did the major statistical work, developing additional programs as needed and assisting in the final analysis of data even after the official close of the study.

The typists were an effective team of students working part-time during the school years and full-time in the summers. Miss Sheryl Hanley was the head typist. Main typists assisting her were Miss Susan Osborne and Miss Bette Rubalcava, both careful and loyal workers. Both Miss Hanley and Miss Osborne lived in Spain three years while in high school and were able to type the Spanish versions of the schedules with no difficulty.

Three Mexican American students at Arizona State University, Mr. Alfredo Gutierrez, Mr. Rudolph Gallegos, and Mr. Miguel Montiel, assisted in the development of the study and the analysis of the findings. Mr. Gutierrez was especially helpful in the early development of the study, meeting with the other members of the team as needed.

Valuable consultation was given the study by Dr. Elizabeth Guillot, Associate Professor of Sociology, Dr. O. B. Moan, and Dr. J. A. Jones, Professor of Anthropology, all of ASU. They assisted in the development of the methodology of the study, the statistical analysis of the data, and the interpretation of the findings.

Equally important as members of the research team was the fine cooperation of the Arizona Division of Vocational Rehabilitation. Throughout the progress of this study, Mr. M. O. Holdship, Director, gave the project his personal assistance whenever it was needed. The cooperation of the directors of the district offices was the key to the success of the study. Mr. Alfonso Ainsa and Mr. Harold E. Taylor at the Central District Office, Mr. Charles F. Orvis, Tucson, and Mrs. Virginia McCrady and Mr. William W. Logan, Yuma, deserve special commendation. Miss Mary Trail, the statistician of the Arizona Division of Vocational Rehabilitation, made an outstanding contribution to the study through her help in securing statistical data on the sample. The district office secretaries gave unstintingly of their time in developing the sample and in securing agency reports. Special mention should be made of the help of Mrs. Ruth Cochrane in the Central and Mrs. Charlotte Nicholau in the Tucson offices. Individual counselors were also equally as cooperative and helpful.

Blind cases were obtained from the Division of the Visually Impaired of the Arizona Department of Public Welfare, which services this group of vocational rehabilitation cases in the state. Mr. Richard W. Bleeker, Director, and Mr. Manuel Cajero were most helpful in the selection of the sample and provision of data needed from the agency.

Assistance from various district offices of the department of Public Welfare was also important in the development of this study and their help was appreciated.

Naomi Harward

May, 1969

Introduction

The major objective of this study was to increase understanding of the Mexican American and analyze the effectiveness of vocational rehabilitation services to this ethnic group.*

Interest in this study was stimulated by the high rate of poverty among the Mexican Americans in Arizona and the relatively low rate of vocational rehabilitation services being received by them. The extent of the problem was clearly demonstrated by a six-month analysis of intake in three district offices of the Arizona Division of Rehabilitation from July 1, 1965, to January 1, 1966. This analysis showed only about 10% of the applicants accepted for services were Mexican Americans, although according to the 1960 census, people with Spanish surnames comprised 14.9% of the state's population (67, p. 7). At the same time data from the Department of Public Welfare and the Arizona Employment Service showed a much higher percentage of Mexican Americans were receiving services from these two agencies than from Vocation Rehabilitation. For example, the final report of the Arizona study of "Vocational Rehabilitation of Disabled Public Assistant Clients" reported that 28% of the welfare recipients in that study were Mexican Americans (4, p. 5). The Arizona Employment Service in December, 1966, also reported that 23.5% of the group coming to the Industrial Office for employment services were Mexican Americans. Both of these reports indicated the value of a study of this group's characteristics, their needs and how they adjust to present Vocational Rehabilitation services.

To achieve the general purpose of this study, it was necessary to develop specific areas of study. The major divisions were: (1) the

* Vocational rehabilitation services are rehabilitation services provided disabled workers or disabled potential workers.

general characteristics of Mexican American rehabilitants; (2) specific attitudes of the Mexican American group which were most relevant to vocational rehabilitation; and (3) the outcome of rehabilitation services provided the group.

The report of this study has been developed in the following order: (1) previous relevant studies related to the subject; (2) the methodology of this study; (3) findings related to the general characteristics of the Mexican American sample; (4) the attitudes of the Mexican American sample; (5) their outcome in rehabilitation; and (6) general conclusions.

Review of Relevant Literature

STUDIES OF OUTCOME

In view of the interest of this study in outcome of vocational rehabilitation, attention was given first to the numerous studies that had already been made of successful rehabilitation. A number of these studies analyzed the adjustment of rehabilitants with specific types of disabilities. In 1961, John R. Barry and Michael R. Malinovsky reviewed various studies of client motivation in rehabilitation and suggested that studies of specific disabled groups tended to be a wasteful duplication of facilities and personnel (31, p. 41). In view of these recommendations, special attention was given to the study done in the state of Washington (50) and the three-state study in Utah, Wyoming and Montana (54).

The Washington study obtained data on all cases closed for the year July 1, 1954, to June 30, 1955, and placed major emphasis on the long-time success of the rehabilitants as shown by the extent of their employment, substantial increase in income, comparative annual income and amount of relief costs for the group after rehabilitation.

The Utah, Montana and Wyoming study covered all closings from 1949 to 1954, and added new types of data to that previously obtained. This included more information on the general characteristics of the rehabilitants and emotional factors significant in rehabilitation. The major variables found important were: age, education, physical condition, aspiration at time of application, and involvement in family and community life.

ATTITUDE STUDIES

Attention was given next to the evolution of attitude studies. Especially those related to occupational aspirations. As early as 1939,

D. E. Super became interested in this subject and conducted a study of the relationship between aspirations and achievement. He found a discrepancy between the two was an important factor in dissatisfaction of workers (46, pp. 547-564). Concern regarding this discrepancy was heightened by an analysis of a 1939 Public Opinion Poll, which showed a prevalence of unrealistic aspirations among the general public (32). A new dimension was added to the study of aspirations with the work of Richard Centers, who validated the hypotheis that "individual satisfactions, desires, aspirations and goals are conditioned or determined" by present roles and levels of achievement (33, pp. 187-217). Although Center's findings indicated the need for follow-up studies of specific individual goals, in the following years emphasis in research on aspirations shifted from the specific to the ideal. William H. Form made a comparison of the aspirations of manual and white-collar workers in Greenbelt, Maryland, and reported the significant finding that ideal job aspirations and satisfaction with current employment were largely independent (38, pp. 85-99).

When vocational guidance became interested in employment aspirations, it started with an emphasis on employment needs and interests. Following this, job interest scales were developed (41, 44). Since they were only indirectly related to this study, they were not included in this review of the literature.

Early social scientists had attempted a study of human factors operating in the employment situation, but it was Robert H. Schaffer who did most to spearhead the development of a conceptual delineation of the needs of workers (42). He developed an instrument to estimate job satisfaction from a measurement of strength of need and need satisfaction. He extracted two scale clusters in the analysis of his data. In the one were: needs for affection, helping others, living according to some restraining code, and being dependent; in the other were: needs for recognition, dominance, status and independence. Certain measures of the Schaffer scale were discarded by the University of Minnesota studies in Vocational Rehabilitation (21), and others were added, bringing the total to 20. The University of Minnesota's Satisfaction Questionnaire was administered to 1,793 workers and was followed by a careful analysis of the questionnaire which supported the validity of ten of the scales: ability utilization, achievement, advancement, authority, compensation, creativity, independence, responsibility, social service and variety.

MEXICAN AMERICAN ATTITUDES

The search of the literature turned next to a study of "publicized" Mexican American attitudes. It soon became apparent that not only are there "truly profound differences between cultures" (74, p. 25), but there were also subcultures within the Mexican American culture which need to be understood (96, pp. 209-214). The Mexican American study project at the University of California (78, 79, 81, 82, 83, 84) has provided extensive data on the Mexican American in California; but there is only limited material available on the Mexican American in Arizona, both in project and other studies.

In view of the mass of material on the Mexican American and the relationship of this present study to outcome in vocational rehabilitation, it was decided feasible to limit the analysis of Mexican American culture to attitudes in Arizona and factors closely related to the rehabilitation process. Lyle Saunder's study of the use of medical services by Mexican Americans in New Mexico and Colorado seemed to present the best format for the analysis of attitudes related to vocational rehabilitation. Consequently, major attention, both in the remaining review of relevant literature and in the study itself, has been devoted to the following areas identified by him as significant (92, pp. 111-138).

1. Differences in language
2. Orientation as to time
3. Attitude toward change
4. Attitude toward work
5. Attitude toward difficulty
6. Attitude toward dependency
7. Attitude toward formal organizations

Differences in Language

Broom and Schevky referred to the use of Spanish by Mexican Americans as a "persistent symbol and instrument of isolation," and as a contributor to retardation in educational and occupational achievement. They suggested the isolation of the Mexican American was reinforced in a circular pattern by the language barrier. They believed lack of facility in English reduced his social interaction with his Anglo American counterpart, thus decreasing his opportunity to learn Anglo American ways, which tended to return him to his earlier, more comfortable associations with his Spanish-speaking family and friends (64, pp. 153-154).

Other authorities on Mexican American culture stressed the development of English skills in the formation of occupational aspirations and

the realization of occupational achievement (70, pp. 112-123). The importance of language as a tool of general communication and a means of dissemination of the cultural expectations of the dominant culture was emphasized. This knowledge of cultural expectations of the Anglo American society, or the lack of it, was considered valuable in the development of Mexican American aspirations.

Discrimination in treatment of Mexican American employees by Anglo American employers was attributed in part to the language barrier, which resulted in poor communication between the two. Lack of encouragement and lack of knowledge of opportunity for possible advancement were a part of this language barrier which might seriously limit the aspirations and achievement of Mexican American employees (72, pp. 90-105).

Educational complications created by the language barrier were another aspect of this problem (70, pp. 144-169). In some areas this language problem had been met by the establishment of separate schools or classes for children of Mexican descent; while in other places it had been handled by rigid requirements that only English could be spoken in the classroom. Isolation was fostered by the first method and confusion by the second. Although bilingual methods of teaching were being evolved to meet the problem, the adult population in the southwest suffered from the chain reaction started by their treatment in their early school years.

Increased emphasis on "la raza" appeared in recent studies of the Mexican American (75, p. 106). The cultural and spiritual bonds which the Mexican American believed he derived from God were emphasized and became significant in the recent development of more cultural identity. Their language was regarded as the key to this identity in the minds of many of the leaders of Mexican Americans and a symbol of loyalty to their group.

The importance of communications in all types of social services was noted, both because of its part in the development of plans with clients and also because of its contribution to relief of tensions through verbalization of concerns. It had been found that even though the Mexican American might be able to understand some English, he might not be at ease in his second language and shades of emotion and feeling were difficult to convey with limited vocabulary. Numerous studies showed that one of the simplest ways to establish rapport with clients was through use of their native language. Clark reported that

even clumsy attempts by professional workers to converse in Spanish were so greatly appreciated and respected by the Mexican Americans that better cooperation and involvement in the program were readily apparent (66, p. 233).

Sister Frances stressed the need for professional workers to recognize that communication between Anglo Americans and Mexican Americans was complicated by cultural as well as lingual differences. For example, it was found that professionals needed to understand that Mexican Americans were hesitant to express negative feelings to Anglo Americans. They also needed to know that Mexican Americans were prone to use gestures common to them, which were very expressive, but which were so subtle they were understood only by their own fellow Mexican Americans. For example, she reported it was very difficult for her to differentiate between Mexican American gestures indicating guilt and those indicating remorse (100, pp. 329-333).

Bilingualism was defended in recent reports and Mexican Americans were urged to capitalize on skill in Spanish in a positive fashion rather than let it be a mark of non-conformity and isolation from the general community. The beginning emphasis on the need for cultural pluralism and language as an important part of our society is found in some of these studies of Mexican Americans (94, pp. 286-299).

Orientation as to Time

Future orientation as to time, which is an important part of the Anglo American culture, was accepted or adhered to in varying degrees by the Mexican American in the southwest. The white-collar Mexican American or professional worker had found that success in this country was often contingent on adaptation to the Anglo American concept of time and planning for the future. Zurcher, Meadow, and Zurcher, in an article, "Value Orientation, Role Conflict, Alienation from Work" (48, p. 547), confirmed the Mexican American trend in Arizona toward this type of acculturation.

Although the Anglo American stereotype image of the "manana" Mexican Americans may stress a lack of future planning on his part and preoccupation with the past or with the immediate pleasures, Simmons suggested the Mexican American also might hold a stereotype concept of the Anglo American as a person who was constantly bustling here and there, had only unfeeling and cold relationships with others and had a waning respect for the past (94, p. 201). Both stereo-

types might be detrimental to cooperation between Mexican Americans and Anglo Americans in the development of agency plans.

The suggestion by Ulibarri in his article, "Social and Attitudinal Characteristics of the Spanish Speaking Migrant," was that migrant Mexican Americans had to be concerned with subsistence for today and were not able to think beyond the immediate needs of living (98, p. 366). This factor should be kept in mind in understanding the time orientation of the Mexican American.

There were reports of frequent misunderstandings between Mexican American clients and Anglo American professionals in appointment making and the purchase of "luxuries" by needy Mexican Americans. It was suggested that many professional workers were not aware of the Mexican Americans' disregard for exactness of time and this was an important factor in misunderstandings. Equally as important was lack of awareness of the Mexican American's courteous attention to the requests of friends and family at all times, irrespective of prior appointments or financial limitations (71, pp. 14-25).

Attitude Toward Change

Much of the research showed that many Mexican Americans questioned the changes which were required of them by the Anglo American culture, including changes relating to work. Simmons indicated some middle-class Mexican Americans met these demands by leading a divided life, choosing to separate their work life from their social and family life. The effect of this on their aspirations and possible success in the Anglo American environment was apparent as advancement became more and more dependent on such things as business and family social gatherings, club memberships, and educational and service involvements. The literature reported lower-class Mexican Americans regarded change in their occupation, living quarters, associations, and general life pattern as undesirable at best and often unacceptable (98, pp. 361-370).

Although Saunders, Clark and Madsen gave numerous illustrations on the use of "folk medicine" by former generations of Mexican Americans and the use of "curanderos" when the Anglo American medicine failed to provide an acceptable or rapid cure for an ailment, the use of modern medicine was reported increasingly acceptable among Mexican Americans.

Attitude Toward Work

Although there was a general belief that Mexican Americans regarded work more as a means to a livelihood than a value in itself, research suggested a correlation between acculturation, occupational aspirations and success among the Mexican Americans in the southwest. Success in the field of employment was predicated on educational and social achievements within the context of the dominant culture (72, pp. 80-87), and this had apparently reinforced some accommodation to the cultural values of the Anglo American group.

Changes in attitudes toward work were apparently coming, but the change was slowed down by experiences of discrimination. Fogel, in "Education and Income of Mexican Americans in the Southwest," reported there was a lag in hiring practices, and that higher education was not necessarily accompanied by higher incomes for persons of the Mexican American culture. The implications of these reports were that such lags were temporary in nature, yet they served as negative examples to young Mexican Americans who needed motivation for training, retraining, and job change. The suggestion was made that occupational opportunities might be products of cultural or situational influences rather than ability or qualifications of the worker for the job (78, pp. 15-23).

Exploitation of the Mexican American migrant agricultural field worker was a continuing problem. Various authorities reported the worker's lack of interest in or understanding of union organizations. The poorly organized efforts of early reform leaders at collective bargaining further intensified the disinclination of most Mexican American farm workers to initiate change in the employment field (98, pp. 366-367).

Discouragement and lower levels of aspirations were reported as typical of Mexican American young people when they were unable to find employment on the level for which they were trained. Simmons spoke of over-representation of Mexican Americans in unskilled jobs and under-representation in service and professional fields, irrespective of their educational level. The need for Mexican American social workers, teachers, aides and counselors was great according to Saunders, Clark and Hayden (71, pp. 22-23). Mexican American personnel in these professions were recommended to increase the possibilities of professional employment for Mexican Americans and also help alleviate

fear and misunderstanding of Spanish-speaking clients who face their first visit to an agency or institution.

The educational experience of the Mexican American in the early school years, which is generally considered so crucial in the socialization process and the development of occupational aspirations, was reported especially poor. Various researchers believed the unclear and even untrue expectations which the Mexican American often connected with certain occupations might be traced to this early lack of concern and effectiveness in presenting occupational information in school settings.

Increasing importance of employment in the lives of Mexican Americans was shown by the socio-economic class study of Penalosa and McDonagh. They found a high correlation between the Mexican American's occupation and his social class, which is true of most groups, but a low correlation between social class and their educational achievement. They suggested this low correlation might be regarded as a measure of discrimination in hiring policies.

Attitude Toward Difficulty

It was reported that the lower-class Mexican American family, in time of stress and misfortune, tended to view difficulties as part of the life package which fate had decreed. There was less inclination to question or berate than among Anglo Americans. There was a stoicism, especially in the older members of the family. Both Saunders (92, pp. 141-173) and Clark (66, pp. 213-239) found this attitude of acceptance had an effect on the group's reaction to medical services. It was most apparent in a seeming lack of interest in the usual health precautions such as inoculations, preventive medicine and sanitation. This appeared to be based on acceptance of their state of health as it was, whether good or bad, with no thought of doing anything to change it.

The circular pattern of disillusionment, poverty, and low occupational aspirations also seemed to be continuously reinforcing the "nothing can be done" attitude (99, p. 364). This attitude of resignation paralleled the attitude concerning change. The young adult might find his first attempt at raising his occupational goals met with objections and lack of enthusiasm from his own family and associates. It was usually necessary for the young Mexican American to rise above these difficulties, as well as those from members of the Anglo group. As a result, early and strong evidences of success were necessary to motivate

the youth to continue efforts in his chosen field (72, pp. 93-96). The most encouraging report of change in this tendency was made by Penalosa and McDonagh. They found that as the economic level of many young Mexican Americans rose, their aspirations also rose and there was a decline in their feelings of resignation.

Attitude Toward Dependency

One of the main Mexican American attitudes toward dependency, which was discussed most frequently in the literature, was its relationship to the male ego (71, pp. 14-25). According to most studies, the Mexican American male did not appear as threatened by being financially dependent as the Anglo American male. It was suggested the Mexican male ego attained sufficient outlet through traditional expressions of his "machismo" in various physical forms and at social events. This concept of "manliness" seemingly permitted the Mexican American male to accept financial aid and guidance from an outside source, such as a welfare agency or training program, without seriously damaging his self-image. Although this Mexican American concept of maleness might assist him in accepting welfare, it was reported as detrimental to the economic advancement of young Mexican Americans since lack of attendance at school was often considered evidence of the youth's masculinity and something which was encouraged by his father rather than disapproved. Heller reported that Mexican American boys often complained they received little, if any, encouragement from their fathers in continuing their education or in job training (72, p. 93). It was usually the female influence in the life of the Mexican American youth which contributed to his aspiring to occupations and trades which might produce higher incomes.

Further study of the position of the young Mexican American male within his own group revealed another cultural conflict which he had to resolve. The age at which his culture accepted his need to express himself on a sexual level was the age at which the Anglo American culture expected the teenager to control his sexual desires or sublimate them to such things as competitive sports, school, church, and family social functions. Because of this, the Mexican American youth often started a family of his own and was forced to become an unskilled laborer to support his family while the Anglo American youth continued his education. His urgent need for income often gave the young Mexican American little time or opportunity for extended training or real choice of occupation (70, p. 80).

Emotional dependency of the Mexican American on his family was a rather different aspect of dependency, which was not usually included in most discussions of dependency, but was an important part of the Mexican American culture. For the Mexican American, his family was not only the basis of his social identification, but also his sanctuary in a hostile world of envy and greed. It was the family that protected the individual from jealousy between friends and neighbors. It was customary for both parents to dote on their children until they reached puberty, when the father's position changed to that of disciplinarian and the mother's position continued on as the adoring parent. Brothers and sisters were punished for failure to show respect for each other and one of the strongest play associations among Mexican American boys was the "palomilla," play groups of sets of brothers.

This role of the family as a protector and refuge was both an asset and a problem in a society which required much geographic mobility of its members. Most Mexican American families expected its members to remain close to other members of the family geographically, irrespective of job opportunities elsewhere.

Another aspect of the Mexican American family which was often overlooked by writers was the compadre system. At the time of baptism, godparents (compadres) participated in the sacrament and were expected to assume responsibility for their godchild for life. In this way godparents, as well as blood relatives, became an important part of the family circle. This large family group helped to cushion family crises and also gave members of the group individual help at the time of specific needs, such as when they moved, had a new baby, and needed help in finding a job (100, pp. 327-333).

Attitude Toward Formal Organizations

The usual Mexican American dislike of formal organizations was another cultural attitude which caused difficulties in use of social services. Both Saunders (92, pp. 165-167) and Clark (66, pp. 212-217) spoke of the reaction of the Mexican American against the professional manner and paraphenalia found in medical settings. When these people were ill, they believed they should be cared for by members of their own family and given personal attention rather than professional care. They considered medical examinations an invasion of the privacy and modesty of the patient.

Various studies reported that opposition to formal organizations also appeared in the area of employment. The most common evidence of it was the prevalent desire of the Mexican American for a small private business of his own. If they worked for someone else they wanted a boss who showed a personal interest in them.

Methodology

DEVELOPMENT OF THE PROJECT

A number of small studies preceded and influenced the development of this Mexican American study. The first, conducted in 1962, consisted of analyzing 175 cases that had been closed in the Central Arizona District office during 1957-58. This showed the lower occupational groups were predominant among those served by the Arizona Division of Vocational Rehabilitation. Forty percent were in class seven, the lowest class according to Hollingshead's occupational classification system, 36% were in the fifth and sixth class, nine percent in the second and third class, and none in the first class (9, pp. 336-351).

From 1964 to 1965, the former Federal Office of Vocational Rehabilitation provided a planning grant to develop the methodology for the present study. Thirty-seven "in-depth" interviews were completed during this period and taped recordings of these interviews were analyzed to test various methods for determining the attitudes of lower social class rehabilitants.

In the fall of 1965, those attitudes generally considered Mexican American were selected for special attention in this study. During the six month period, July 1, 1965, to January 1, 1966, an explanatory survey of the number of Mexican Americans applying at the three district offices — where there was the largest concentration of this ethnic group — showed about 10% of the applicants accepted for service were Mexican American. This was an average of about 16 cases per month in all three of the district offices, which was a small group but considered sufficient for the study.

Previous studies of success in vocational rehabilitation (50, 54) have usually noted that age, education, occupational level, and amount

of service given the rehabilitant are correlates of success. An analysis of these factors was planned in this study, in addition to other individual characteristics, to determine their significance in vocational rehabilitation. The pre-study had indicated financial need, family structure, job goal, and participation in the rehabilitation process might be additional factors which should be studied.

Setting

This study was done in the central and southern sections of Arizona where most of the Mexican Americans reside. The majority of the rehabilitants lived in the metropolitan areas of Phoenix and Tucson. However, a significant number were in more outlying rural and urban areas, extending from the east to the west of the state and from the southernmost section to about 100 miles north of Phoenix.

Professional Staff

The professional staff consisted of the project director, a Mexican American interviewer, an Anglo American interviewer, a research assistant, a statistician, professional consultants, and Mexican American students who acted as indigenous consultants.

Sample

All Mexican American applicants accepted by the three district offices were included in the sample until the desired goal of 150 was reached. This took 11 months. The Spanish surname was used as a guide in determining Mexican American applicants; however, individuals who were married to Mexican Americans and acquired a Spanish surname, but were not of the Mexican American culture, were not included. Other Latin American groups and Spanish-speaking individuals from Spain and the Philippines were also excluded from the sample.

Mexican American applicants were matched monthly with an equal number of Anglo Americans on the basis of sex, age, type of disability and former occupation. To make the control group as representative as possible of the dominant white group in the southwest, the Anglo American sample was limited to native-born white Americans. Because of anticipated marked variation of the sexes in aspirations and rehabilitation plans, there was an absolute matching on the sex variable. The following classification system was used for matching by age: 15 to

24 years, 25 to 44, and 45 and up. For the purpose of matching, the disabilities were grouped into the following broad categories:

1. Orthopedic disabilities and amputations
2. Sensory disabilities (visual, oral and hearing)
3. Mental disorders and limitations
4. Disease and other disabilities

The occupational matching was based on the following categories:

1. Professional and technical workers
2. Other white collar workers
3. Skilled workers
4. Semi-skilled workers
5. Unskilled workers (farm laborers were separated from other unskilled laborers as much as possible)

Variables Studied

Major variables studied were the personal characteristics of the rehabilitant, his job goal at the time of application at Vocational Rehabilitation, attitudes related to rehabilitation in areas that previous studies considered typical of Mexican Americans, and outcome in vocational rehabilitation.

The format for analysis of Mexican American attitudes was based upon Lyle Saunder's list of seven areas which he found had most affected their use of medical services in Colorado and New Mexico in 1947 (see page 3).

Measures of outcome used in the study were:

1. Increase in wages
2. Employment in a job requiring increased skill in work-with-data
3. Employment in a job requiring increased skill in work-with-things
4. Employment at a full-time job
5. Satisfaction of the rehabilitant with his employment

Based on classifications in the 1965 *Dictionary of Occupational Titles*, skill levels for various occupations were established for jobs of those employed. Skill in work-with-data and work-with-things was found most related to the jobs held by the sample, so they were the skills analyzed in this study.

Null Hypotheses

The following null hypotheses were proposed and analyzed:

1. There is no difference between the Mexican Americans and the control group of Anglo Americans in language, orientation as to time, attitude toward change, attitude toward work, attitude toward difficulty, attitude toward dependency and attitude toward formal organizations.

2. There is no relation between the attitudes studied in this project and outcome in rehabilitation.

3. The attitudes studied are not as typical of Mexican American rehabilitants as they are of rehabilitants from lower social classes, those with Catholic affiliation and those with rural background.

4. There is no difference in the occupational goals of the Mexican American and the Anglo American rehabilitants.

5. There is no difference in service provided Mexican American and Anglo American rehabilitants.

6. Training in the occupation stated by the rehabilitant as his job goal and job placement in that occupation is not related to the outcome of rehabilitation.

7. There is no difference between the Mexican American and the Anglo American in outcome in rehabilitation.

8. There is no single measure of success in vocational rehabilitation.

COLLECTION OF DATA

The interview schedule was developed by the project director, the interviewers, the research assistant and the Mexican American students working together as a team. The process started with a careful analysis of the general areas to be covered, followed by the development of specific questions and determination of their sequence. Numerous questions were asked in each attitude area: three related to language difference; five to time; 20 to change; 22 to work; seven to difficulty; eight to dependency; and nine to formal organizations.

In many cases, these questions were repeated at the time of later interviews, so there were three or four responses to these same questions. About two thirds of the questions were structured while the remaining

questions were unstructured. Much attention was given to the wording of each question, with careful selection of simple words and colloquialisms that were important in the vocabulary of the rehabilitants. Each schedule was translated into Spanish by the Mexican American interviewer with the assistance of an emeritus Spanish professor at Arizona State University, Dr. Irma Wilson; a Mexican American student at the University; and Mrs. Narcissa Espinoza, a social worker in the area.

Pre-tests were made on approximately 20 cases for each interview and necessary revisions were made in the schedules until the questions were clearly understandable to the rehabilitants. The first interview was conducted as soon as possible after the rehabilitant made his application for services at Vocational Rehabilitation. Every rehabilitant in the sample was re-interviewed six months later and seen a third time one year after the original contact. It was possible to interview one third of the sample a fourth time, a year and a half after the first contact, before the study was terminated. Contacts with the rehabilitants continued throughout the period of the study irrespective of whether or not the case was open with the local Division of Vocational Rehabilitation.

ANALYSIS OF DATA

The code for the structured questions was evolved by the project director and the research assistant before the interviewing started on each schedule. Content analysis was used to develop the code for the unstructured questions. The two interviewers, the Mexican American students working on the project and the consultants helped in perfecting the codes. Each interviewer was required to code his interview as soon as possible after completing it. The research assistant rechecked all coding and resolved problems through conferences with the interviewers and the project director.

There were 1,250 separate items analyzed in the statistical aspect of this study. These included the responses to questions used on four interviews; data obtained from Vocational Rehabilitation and Public Welfare; the results of an analysis of differences related to goals, treatment and attitudes; and the findings on the lost cases.

Data from all questions were placed on tape. Frequency tables were developed for each question. After careful analysis of these tables by the project director and the assistant, one or two questions most related to vocational rehabilitation, which produced the clearest picture of the attitudes, were selected in each area for intensive analysis. The

basis for the intensive analysis is shown below with the attitudes studied in relation to each:

Language difference

"How important is it to you to have a job where some Spanish is spoken?"

Time

"I cannot imagine myself in training for longer than_____"

Change

1. Change in rehabilitant's goals during rehabilitation
2. Question — "Would you like a job where you do the same things in the same way each day?"

Work

"Do you think that people need to work to be happy?"

Difficulty

"Do you expect to get this kind of work?" (the work they specified as their job goal)

Dependency

1. Report of source of income of the rehabilitant
2. Question — "Do you feel there is any person on whom you can rely?"

Formal Organizations

"How important is it to you to obtain a job where you can be a member of a union?"

The major purpose of the intensive analysis was to determine the relation of variables listed in the null hypotheses to measures of outcome. A three-way chi square was developed to include ethnic differences, measures of outcome and the variables considered in the null hypotheses. By using this method of analysis, it was possible to com-

pare nominal categories, such as sex and ethnic group, as well as ordinal categories which were an important part of the data, with the measures of outcome.

Factor analysis was not used because its basic requirement, that of ranked or ordinal responses, was not attainable for many of the questions. Furthermore, an increase in the population of the sample would be necessary in a valid factor analysis, and this would pervert the purpose of this study (24, p. 55).

Findings on the Characteristics of the Mexican American Sample

CONTROLLED VARIABLES

As indicated earlier in the report, four factors — age, sex, type of disability, and occupation, were controlled in the selection of the sample. The general distribution of the total sample in these areas will be discussed first.

Age

Age of the rehabilitants included in the sample ranged from 16 to 63, with about the same number in each ten-year interval for both the Mexican American and the Anglo American group.

Sex

Seventy and six-tenths percent of the sample were male and 29.4% were female.

Disabilities

An effort was made to secure a sample with a broad range of disabilities. There were 11 types of disabilities in the sample with more than two individuals in each classification. The largest group, which had about 35% of the cases, was the orthopedic. The next largest group was the mental retardates, with 13.1% of the cases in the sample. There was no control attempted for secondary disabilities, but it was found that 32.6% of the Mexican Americans and 43.8% of the Anglo Americans had secondary disabilities.

Occupation

The usual occupation of the sample prior to disablement was predominantly service or other blue collar occupations, with skills largely

at the semi-skilled and unskilled level. Matching in this area was not as close as the other matchings.* This was due to the need to match as closely as possible on four variables and the discrepancy between the preliminary report given the agency at the time of application and later data given the interviewer on usual occupation. The exact figures for the final tabulation on usual occupation showed skewing upward in the occupational scale for the Anglo American group. According to the occupational classification system used in the *Dictionary of Occupational Titles*, the difference was significant at the .01 level on chi square. However, there was no significant difference when the two groups were analyzed according to their occupation at the time they went to Vocational Rehabilitation or when they were classified into the four general occupational categories, namely: (1) professional, (2) clerical and sales, (3) service, and (4) other blue collar workers.

An analysis of skill level of the various occupations showed the majority were in occupations which did not involve skill in work-with-people. The Anglo Americans tended to have a somewhat higher skill level in work-with-data while the usual occupation of the Mexican American involved greater skill in work-with-things.

Social class differences of the two groups were further indicated by data on the occupation of the main breadwinner in the rehabilitant's home when the rehabilitant was young. The most noteworthy difference between the two groups was the prevalence of their experience in agriculture — 54.2% of the Anglo Americans, as compared with 62.1% Mexican Americans, had worked in agriculture at some time. Further analysis showed a higher proportion of Anglo Americans than Mexican Americans in profession-managerial level positions. The other major variation was the larger proportion of Anglo Americans in non-agricultural, blue collar jobs.

OTHER PERSONAL CHARACTERISTICS OF THE FINAL SAMPLE

Material Status

No effort was made to match the two groups on material status, but they were quite similar: 50.3% of the Mexican Americans and 43.1% of the Anglo Americans had spouses living in the home. The number of

* The analysis of relationship reported in this study is based upon chi square. Level .05 is considered significant, .01 highly significant and .001 very highly significant.

broken homes was also similar: 16.3% of the Mexican Americans and 22.2% of the Anglo Americans had spouses living elsewhere.

Acculturation

To understand the Mexican American rehabilitants in this study, it was considered essential to know the extent of acculturation into the Anglo community. It is known some outstanding old Spanish families in the southwest pride themselves on their connections with Spain. This group is most prevalent in the older sections of the southwest. For example, in Tucson, the second largest and oldest city in the state, there is a larger number of the old Spanish families than in Phoenix, the state capitol, where there is greater expanding industrialization. This same difference also appears between various states in the southwest, with a higher percentage of the old Spanish families in Colorado and New Mexico than in Texas, Arizona and lower California. This is one reason for the need for separate studies of the Mexican Americans in each of the states.

In general, old Spanish families were large land owners or business men and belonged to the upper class, while a larger percent of the recent immigrants into Arizona from Mexico were middle- or lower-class. Since analyses of most social services show a higher percentage of medium- and lower-class people as recipients, it is not surprising that a preliminary study of vocational rehabilitation, made by the author in Arizona in 1962, also found this true of this agency. Consequently, it is to be expected that a large percentage of those going to Vocational Rehabilitation are relatively recent immigrants from Mexico. Data on the birthplace of rehabilitants in this study confirm this hypothesis. Although only 11.3% of them were born in Mexico, almost 50% (47.7) were second generation immigrants from Mexico. For example, the mothers of 45.4% of the rehabilitants were born in Mexico and the fathers of 47.7% were born there. The percentage of grandparents who were born in Mexico reached 83%, while only 30% of the Anglo Americans' grandparents were foreign born.

Another measure of acculturation was residence in a segregated neighborhood. Data from the study showed some tendency toward residential segregation, but it was not characteristic of a large percentage of the Mexican American group. For example, only 21.8% of the Mexican Americans lived in census tract areas where over 50% of the population were Mexican American and 31.8% of the sample

lived in neighborhoods where less than 15% of the population were Mexican American. On the other hand, there were slightly more (33.9%) who lived in neighborhoods that were 25% Mexican American.

Skill in use of the English language is one of the most important measures of acculturation of any immigrant group, since lack of this skill can be a serious barrier to a close tie with the dominant group. Ease of communication in English in the field of employment is of prime importance to vocational rehabilitation. The language problem of the Mexican Americans in rehabilitation is indicated by the report that 28.6% of them, at the time of the first interview, would have either minor or major difficulty working in a job where no one spoke Spanish.

A less significant measure of acculturation, but nevertheless one which shows attitudes of the group, was the number attending church where Spanish services were available to members. Of the Mexican American group, 61.3% reported they attended church where Spanish religious services were held. Although this may be somewhat indicative of a language barrier, it may also indicate growing pride in their language and a desire to be associated with a church that recognizes its importance. Awareness of this may be especially significant at the present time when use of the Spanish language has become one of the rallying points in the group's drive for identity.

Education

Social class studies have consistently shown a very high correlation between the educational and occupational level of most groups. The matching of the control group for the sample in this study did not include matching on education; but contrary to the usual pattern of other groups, there was a marked difference between the Mexican American and the Anglo American groups in educational achievement. For example, 15.7% of the Mexican Americans reported they had fifth grade education or less, but only 1.6% of the Anglo Americans were in this category. There were also 31.6% of the Mexican Americans with no more than eighth grade education, although the 1966-67 annual report of the Arizona Division of Vocational Rehabilitation stated only 23.5% of all rehabilitants in the state had this small an amount of education (1, p. 8). The variation between the two groups was equally marked for those who had high school or beyond high school educa-

tion. Only 18.1% of the Mexican Americans were in this category while there were 38.8% Anglo Americans in it.

Family Structure

The extended family was still prevalent among the Mexican Americans in the sample. For example, note the number of rehabilitants in the table below whose siblings and their families, in addition to other relatives, were living in the same household.

Number of Rehabilitants With Specified Relatives in the Home

Relationship	Mexican American		Anglo American	
	Number	Percent	Number	Percent
Spouse	69	52.2	59	47.9
Single children	77	58.4	60	48.7
Parents	37	28.1	31	25.2
Siblings and their families	38	28.8	21	17.0
Other relatives	14	10.6	4	3.2

In addition to the greater number of relatives living in the household, the data also showed a significantly larger number of Mexican Americans with relatives living in close proximity to the home. The differences between the two groups are especially striking for the "none" and "35 and above" groups.

Number of Relatives Living Near but Outside the Residential Block

Relationship	Mexican American		Anglo American	
	Number	Percent	Number	Percent
None	26	19.6	92	74.7
1 - 4	7	5.3	20	16.3
5 - 10	22	16.7	77	5.7
11 - 34	37	28.1	3	2.4
35 and above	40	30.3	1	.8

Another aspect of the extended family was the continuation of the "compadre" system, although its effect on the lives of the group was not extensive. Eighty-one and eight tenths percent of the Mexican Americans reported they had godparents in comparison with 24.3% of the Anglo American group; however, their influence appears to be lessening, for 53% of the Mexican Americans said their godparents were of no special help to them.

Another aspect of the Mexican American family was its size. The average number of people in the Anglo American household was less than four, while with the Mexican Americans it was almost 5½. Note in the table below that 25.8% of the Mexican Americans, in contrast with 8.1% of the Anglo Americans, lived in households in which there were eight or more people.

Number of People in Household

Number	Mexican American		Anglo American	
	Number	Percent	Number	Percent
4 and less	45	34.0	76	61.7
5 thru 7	50	37.8	32	26.0
8 and over	34	25.8	10	8.1
No response	3	2.2	5	4.0

Importance of family gatherings to the Mexican American was another indication of the place of the family in the two groups. In comparison with 46.3% of the Anglo Americans, 82.5% reported they had family gatherings; and twice as many Mexican Americans as Anglo Americans participated in them. The importance of visits of relatives and friends and the development of family gatherings in relation to these visits was shown by the report that 50.7% of the Mexican Americans, as compared with 8.1% of the Anglo Americans, had family gatherings of this type.

The enthusiasm of the Mexican Americans for their children was also brought out in the study. Fifty-six percent of them reported that as many as they could care for was the ideal number of children. There was little indication that the feeling of most of them had any relation to a belief it was God's will to have children, for only 6.8% gave that as the reason for the ideal number of children. Further study will have to be done to identify how much of this interest in children is related to the traditional "machismo" concept of pride in maleness, and how much of it is specific attachment to children; but irrespective of the cause, there was a significantly greater Mexican American than Anglo American interest in children.

Greater emotional dependence of the Mexican Americans on their families was shown by their response to the open-ended question, "When I am in trouble I _____." The four most frequent responses of the Mexican Americans, in order of frequency, were: "work on it," "go to the family," "go to religion," and "become upset." In contrast,

the four most frequent responses of the Anglo Americans were: "work on it," "go to religion," "go to the family," and "become upset."

Although this study found the Mexican Americans turned to their families in time of trouble, it also found a higher respect and dependence upon professional help than among the Anglo Americans. For example, 17.3% of the Mexican Americans reported they considered a professional person as the individual who had exerted the most affect on their lives, while Anglo Americans specified their spouse (19.4%) as most important. This respect and response to professional persons could be an important factor in a sound rehabilitation program if it were understood and utilized.

In view of the stronger ties within the Mexican American group in the sample, the slight difference between the two groups in financial support of the rehabilitant may seem strange at first glance. In the first interview, the variation was only nine-tenths of one percent — 34% of the Mexican Americans and 34.9% of the Anglo Americans reported their family was their primary source of support. The reports on the financial contributions of families was about the same at the time of later interviews.

In analyzing the data regarding financial support, it is important to keep in mind the marked difference in the financial situation of the two groups. Although there was not a significant difference in the total family income for the two groups, the Mexican American family was larger than the Anglo American family and represented a larger number of dependents for whom the rehabilitant was responsible. For example, 19.4% of the Mexican Americans reported they had 6 to 12 dependents, while only 7.2% of the Anglo Americans had that number dependent on them. The effect of this on the Mexican American was shown quite clearly when he was asked what things he wanted most ten years ago, today and ten years from now. The Mexican American placed greatest emphasis upon a job and material things. He had to have these to take care of the many dependents who turned to him for help.

There was no specific effort in this study to determine the position of women in the Mexican American family, but some interesting data were secured. In the first place, almost twice as many Anglo Americans' wives were employed as were Mexican Americans. Furthermore, more than twice as many Mexican Americans as Anglo Americans mentioned their mother as the special person in their lives, 15% and 6.4%. There were indications this emphasis by the Mexican American on the im-

portance of his mother in his life may be partially due to the lack of a male in his home during his childhood. This was suggested by the report of 13.6% of the Mexican Americans, in contrast to 9.7% of the Anglo Americans, that their mother or grandmother was the main support in their homes when they were children. This is especially significant in view of the few Mexican American rehabilitants whose wives were employed.

Religion

Almost 85% of the Mexican American rehabilitants in the sample were Catholic, while only 19.5% of the Anglo Americans were of this religious group. The prevalence of Baptist and Neofundamentalist among the Anglo Americans, as well as those of no religious preference, is shown in the following table.

Religious Preference

Religious Group	Mexican American		Anglo American	
	Number	Percent	Number	Percent
Catholic	112	84.8	25	19.5
Baptist and Neofundamentalist	4	3.0	32	26.0
Other Protestant groups	6	4.5	23	19.0
No religion or no response	6	4.5	29	23.5
Other religions	4	2.9	15	12.1

Some indication of differences in the place of religion in the lives of the two groups is brought out in the next table which presents the frequency of church attendance.

Frequency of Church Attendance

Regularity of Attendance	Mexican American		Anglo American	
	Number	Percent	Number	Percent
At least once a week	72	54.5	29	23.5
Less often than twice a year	31	23.4	65	52.8

Although it is apparent the Mexican Americans attended church more frequently than the Anglo Americans, there was only a relatively small difference between the two groups in the frequency with which they talked to their priest or minister about their job goal, 14.3% as compared with 9.7%.

Urbanization

Both groups included in this study, according to usual measures, would appear to be highly urbanized. At the time of the original interview, 79.5% of the Mexican Americans and 84.5% of the Anglo Americans were living in a metropolitan area — either the central city or the urban fringe. More Mexican Americans lived in small towns but the difference was not great, 20.2% as compared with 15.3%. The major difference appeared to be a longer history of urbanization for the Mexican Americans as revealed by the following table on residence during childhood.

Residence During Childhood

Place of Residence	Mexican American		Anglo American	
	Number	Percent	Number	Percent
Rural	40	30.3	41	33.3
Town (2,500 to 50,000)	42	31.8	46	37.3
City (50,000 or more)	50	37.8	36	29.2

On the other hand, more Mexican Americans than Anglo Americans, 16.6% to 4.8%, lived in rural areas during the last five years, suggesting the urban-rural alignment of the Mexican Americans was not absolute.

Data on the relationship of the Mexican American to agricultural work add another factor in the analyses of their urbanization. Sixty-three and six-tenths percent of the Mexican Americans in the sample, as compared with 52.8% of the Anglo Americans, had had employment at some time in agriculture. Most of the Mexican Americans had been employed as unskilled field workers, 38.6%, plus 14.3% as semi-skilled, general farm workers. In contrast, the largest percentage of Anglo Americans had been employed as unpaid family workers on their fathers' farms, 29.2%, and the percent who had been semi-skilled, general farm workers was 11.3%.

Data on living arrangements of those employed in agriculture bring out another important difference in the two groups. The majority of the Anglo Americans, 45.5%, lived on the farm while the largest percentage of the Mexican Americans, 29.5%, lived in town and were seasonal workers. Furthermore, the Mexican Americans had a longer history of agricultural work than the Anglo Americans, as shown by the percent who had been employed in agriculture more than three

years, 47.6% and 39.7%. Data on the agricultural background of the fathers of the rehabilitants illustrate still more clearly the differences between the two ethnic groups. The largest number of fathers of Mexican American rehabilitants were field workers, 34.8% as compared with 1.6% of the Anglo Americans; and 36.3% of the Mexican American fathers were regular farm workers living on the farm, while the largest number of the Anglo American fathers, 36.5%, were farm owners.

SPECIAL PROBLEMS

Financial Need

The first measure of financial need used by the study was the percent of rehabilitants who were employed at the time they applied at Vocational Rehabilitation. Only 20.4% of the Mexican Americans and 25.2% of the Anglo Americans were in that classification. Although there were a few more Anglo Americans in the very low weekly pay brackets, namely under $20 a week, the salaries of the two groups were quite similar. Furthermore, data on the length of time since they had been employed in their regular job indicated the largest percentage for both groups, 28% Mexican Americans and 22.7% Anglo Americans, had not been employed for one to two years. At the time of the first interview the family was the rehabilitant's most frequent means of support. Someone other than the rehabilitant was employed in about 44% of the homes of both groups. In 12.8% of the Mexican American homes, two or more people were employed in contrast to only 4.8% Anglo Americans with more than one person employed.

The second measure of financial need was the number of families in the sample below the poverty line set by the Economic Opportunity Program for varying size families. According to the rehabilitant's report of his family income, 54.5% Mexican Americans and 40.6% Anglo Americans had income below the poverty line at the time of the first interview. By the second interview, there was still a marked number of rehabilitants in the poverty group, 47.7% of the Mexican Americans and 25.5% of the Anglo Americans. At the time of the third interview, the percentages were 43.1% for the Mexican Americans and 26.0% for the Anglo Americans. There was no verification of the reports on income except for a check on the number of rehabilitants receiving welfare, which showed an over-reporting of welfare aid rather than an under-reporting by the Mexican Americans, apparently due to diffi-

culty in differentiating between welfare and other forms of public aid and social insurance. The Anglo American report and the Public Welfare report were not significantly different. The Department of Public Welfare showed 29.5% of the Mexican Americans and 15.4% of the Anglo Americans on public welfare at the beginning of the study; and a reduction in those on welfare to 13.6% of the Mexican Americans and 9.7% of the Anglo Americans by the end of the study.

An analysis of the number of rehabilitants receiving social insurance showed that, at the time of the first interview, slightly more Anglo Americans were on various forms of social insurance, 29.7% Anglo Americans as compared with 28.5% Mexican Americans; and at the time of the third interview, this had increased to 46.7% for the Anglo Americans and 37% for the Mexican Americans. It was the primary source of income for 15% of the Mexican Americans and 21.8% of the Anglo Americans by the time of the third interview.

The seriousness of the financial condition of the Mexican Americans was further indicated by the large number who reported their income as $2,000 or more below the poverty line. At the time of the first interview, this was 21.9% as compared with 6.5% for the Anglo Americans. At the time of the second interview this had gone down to 18.9% and 2.4%, and was 11.3% and 5.6% at the time of the third interview.

The individual's feelings about his finances are also important in rehabilitation. Analysis of the data showed that throughout the study the Mexican Americans expressed much more concern about their finances than the Anglo Americans. At the time of the first interview, 75% of the Mexican Americans and 51.2% of the Anglo Americans were concerned; and by the time of the second interview this had only changed to 62.8% Mexican Americans and 46.3% Anglo Americans. At the end of the third interview, there were still 54.5% Mexican Americans and 43% Anglo Americans very concerned about their finances.

In an effort to obtain an indirect indication of the financial concern of the rehabilitants, they were asked the question, "If you should get the job you want, what would be the first things you would get?" The Mexican Americans put housing as most important, listing this as the first item they would obtain. Twenty-five and seven-tenths percent of the Mexican Americans and 12.1% of the Anglo Americans listed housing and furniture as the first item they would buy. The item listed second most frequently was "pay my bills," with 19.6% of the Mexican

Americans in this group and 28.4% of the Anglo Americans. The third item most frequently listed by the Mexican Americans was clothing, with 18.9% Mexican Americans listing this and 10.5% Anglo Americans. A markedly higher percent of the Anglo Americans, 17.8% as compared with 8.3% Mexican Americans, put savings or investments as one of the first three things they would obtain, giving further indication of the more urgent need of the Mexican Americans. The extent of need of the Mexican Americans was shown even more vividly when the second and third items listed were included in the analysis. It was found that 70.3% of the Mexican Americans listed housing and furniture as one of the first three things they would obtain; 50.7% listed clothing and 38.5% listed "pay my bills."

Discrimination

Discrimination in employment is frequently mentioned in discussions of the problems of the Mexican Americans in the southwest. However, questions related to discrimination involve the pride of the workers and specific data are difficult to obtain. Little response was obtained on ethnic discrimination in employment from the indirect question, "Have you had any special problems in getting the jobs you wanted?" The major problems listed by both the Mexican Americans and the Anglo Americans were lack of education and disability. In view of the lower educational achievement of the Mexican Americans, it is not surprising that 21.2% of this group listed lack of education.

Slightly fewer Mexican Americans, 16.6% as compared with 21.1% Anglo Americans, listed their disability as a special problem in getting a job, but this is too small a differential to be very significant. Furthermore, almost the same number of Mexican Americans and Anglo Americans, 34% - 30.8%, reported discrimination on the job because of their disability when asked directly about it. Greater differences between the two ethnic groups were expected in view of the marked difference in response to the open-ended question, "To have a disability is _____." Forty-seven and seven-tenths percent of the Mexican Americans, in comparison with 19.5% of the Anglo Americans, indicated they felt that to have a disability was an extreme hardship. This suggests either a difference in emotional feeling about disablement or greater difficulty in obtaining help. There was no evidence the Mexican Americans were more disabled than the Anglo Americans. The doctors reported slightly fewer secondary disabilities among the Mexican Americans they examined than the Anglo Americans, 49.2% - 55.3%.

Furthermore, slightly more Anglo Americans were rejected by the agency because they were too handicapped, 6.0% - 7.3% and more Mexican Americans were rejected because they were not handicapped, 6.0% - .8%. However, it should be remembered that 33.3% of the Mexican Americans and 24.3% of the Anglo Americans never received a medical examination, so the variations in reports could be due to variation in the number who received medical examinations rather than variation in the number with secondary disabilities since the differences are not great.

In view of the poor response during the first interview to the indirect questions about ethnic discrimination in employment, another approach was used in the second interview. The question was prefaced by the following statement: "We have heard that in Texas some people have been refused work because they are Mexican Americans. Do you think this ever happens in Arizona?" Almost half of the group (46.9%) agreed it was also occuring in Arizona.

Differences in Language

This study found little evidence in Arizona of the Mexican American attitudes reported by Lyle Saunders in New Mexico and Colorado in 1947, but there was a similar language handicap in both areas. For example, in the first interview, 34% of the Mexican Americans asked to have the interview in Spanish and 28.6% indicated they believed they would have difficulty in getting along on a job where there was no one who could talk to them in Spanish. At the end of three years of study, 45.5% of the Mexican Americans reported they had taken some form of training in English, largely as a part of another training program such as vocational training courses or high school equivalency training programs; nevertheless, 29.4% of the group still reported they thought they would have difficulty in a job where no one spoke Spanish.

The major change in attitude toward Spanish during the course of the study was increased interest in using Spanish as an asset on their job. This had increased from 22.7% at the time of the second interview to 41.6% at the time of the third interview.

In considering the data on differences in language, it should be remembered that to many Mexican Americans the Spanish language is a symbol of ethnic identity and means much more than a linguistic ability. For example, 61.3% of the rehabilitants reported they attended

church services where there was a Spanish service. Furthermore, the figures on the number who were employed at the time of the second and third interview show that almost 75% of them, at the time of both interviews, were employed at jobs where someone spoke Spanish. Both sets of data suggested, in addition to the language barrier, a strong Mexican American desire to be with their own ethnic group. On the other hand, only 37.8% of the Mexican Americans reported they had friends employed at the work they listed as their job goal, and only 21.9% of them stated they wanted to work in places of business where their friends were employed. The number who expressed a desire to have a job where their relatives were employed was even less, 16.6%. Lack of information about employment possibilities, in addition to the problems of limited skills and discrimination practices in hiring policies may be additional factors and should be analyzed in future studies.

ATTITUDES

Orientation as to Time

This research did not yield conclusive evidence that the Mexican Americans' orientation as to time was significantly different from that of the control group. For example, there was only a slight tendency toward more present orientation in plans for training at the time of the first interview. Twenty-eight percent of the Mexican Americans, in comparison with 21.1% of the Anglo Americans, indicated they could not imagine themselves in training for a whole year; and 18.9% of the Mexican Americans, in comparison with 24.3% of the Anglo Americans, responded "as long as needed" when asked how long they could imagine themselves in training. Furthermore, at the time of the third interview, there was about the same number of Mexican Americans as Anglo Americans, 5.1% and 5.6%, in programs of less than a year's duration, and exactly the same percent of each group (12.1%) was in training of over a year.

The only significant difference in time orientation was their reaction to penalties for tardiness in coming to work. At the time of the third interview, 44.6% of the Mexican Americans, in comparison with 73.1% of the Anglo Americans, would not be opposed to a job at which they would be penalized for tardiness.

Attitude Toward Change

This research found no evidence of a general resistance to change on the part of the Mexican Americans in areas significant to vocational rehabilitation. In fact, the study found the Mexican Americans more willing to change than the Anglo Americans in some areas. Change from the usual kind of work to another occupation is probably the most important area in which attitude toward change is important in vocational rehabilitation. There was a significant difference (.01) between their usual jobs and the jobs for which they said they wanted to be rehabilitated for both the Anglo Americans and the Mexican Americans.

In the analysis of occupations, skill-with-things was found to be the most significant skill involved in the job goals of the Mexican Americans and the change desired by the Mexican Americans in this skill was even greater than among the Anglo Americans.* Another indication of the flexibility of the Mexican Americans in the vocational rehabilitation setting was in the change of job goals throughout the period of the study. Fewer Mexican Americans than Anglo Americans (24.2% and 32%) maintained the same job goal throughout the life of the study. Furthermore, the tendency to change was more upward in the occupational scale for the Mexican Americans. For example, by the third interview, an equal number of Mexican Americans were aspiring to professional-technical positions as were aspiring to service jobs — the goal of the largest number when they went to Vocational Rehabilitation. Not only was there less change among the Anglo Americans, but a major tendency was toward lowered job goals from the professional-technical level to the service level, rather than up the occupational scale as for the Mexican Americans.

Change was also analyzed in terms of attitude toward length of training planned and begun. The research revealed little difference between the two groups. For example, at the time of the second interview when the largest number of rehabilitants were in training, 3% of the Mexican Americans were planning training of less than one month duration in comparison with 6.5% of the Anglo Americans. At the time there were 23.3% Mexican Americans and 27.5% Anglo Americans planning training for one month to six months; and 14.3% Mexican Americans, as compared with 15.3% Anglo Americans, planning training for six months to one year in duration. Three percent of the

*The difference between the usual job and the job goal in this skill was .01 for Mexican and .05 for Anglo Americans.

Mexican Americans were planning training of more than a year in duration and 1.6% of the Anglo Americans were planning training of this length.

Ability of the Mexican American and the Anglo American rehabilitants to remain on training programs was also very similar. For example, at the time of the third interview, 21.2% Mexican Americans and 21.9% Anglo Americans were in the same training program they were in at the time of the second interview.

The research produced some interesting data regarding specific Mexican American attitudes that were not modified during the rehabilitation process and some which showed real change. The attitudes which did not change were beliefs in: (1) the importance of having a boss who had a personal interest in them, (2) the value of a job where they could work at their own speed, (3) the need to work to be happy, and (4) the value of owning their own business. On the other hand, it was found that during the rehabilitation process there was: (1) an increase in willingness to start work at a lower salary when there was a possibility of a raise at a later time, (2) a greater interest in having a job where they could be a member of a union, (3) less interest in a job where the boss made most of the decisions, (4) decreased interest in a job where they would do the same things every day, (5) a somewhat greater interest in a job where they might be a supervisor, and (6) somewhat less opposition to a job where they would be penalized if they were late.

The greatest specific opposition to change appeared in relation to moving any distance from their present geographic location to obtain employment. Twenty-seven and two-tenths percent of the Mexican Americans, as compared with 18.6% of the Anglo Americans, were opposed to such a move.

Another area somewhat related to change was the attitude toward routine work. Since much present day employment involves routine work, this is important in vocational rehabilitation. At the time of the third interview, 40.1% of the Mexican Americans, as compared with 21.1% of the Anglo Americans, said they would prefer a job where the duties continued to be the same each day, and 31.8% of the employed Mexican Americans, as compared with 20.3% of the Anglo Americans, had jobs where there was much routine.

Attitude Toward Work

Former research on Mexican Americans, and most of the literature on their attitudes, usually presents a picture of them looking on work primarily as a necessity and not a value in itself. The findings of the present study have indicated the opposite attitude on the part of the Mexican Americans. At the time of the third interview — in response to the direct question, "Do you think that people need to work to be happy?" — 90.1% of the Mexican Americans, in comparison with 77.2% Anglo Americans, responded affirmatively. When a more indirect question was asked regarding whether they thought they could be satisfied at home without a job, only 15.8% of the Mexican Americans, in comparison with 25.1% of the Anglo Americans, responded affirmatively.

Questions related to the attitude of the rehabilitant's family toward employment brought out similar findings. For example, 78.7% of the Mexican Americans and 71.5% of the Anglo Americans reported their families wanted them to obtain a job. Furthermore, the open-ended question, asking the rehabiltant about his family's attitude toward work, pointed out that 40.9% of the Mexican American families had brought up their children to regard work as important and good, in comparison with 30% of the Anglo Americans. Although the numbers were small, almost twice as many Mexican Americans as Anglo Americans reported their family regarded it as "moral" to be employed, 9% - 4.8%, while a higher percent of Anglo American rehabilitants, 47.9%, than Mexican Americans, 36.3%, reported their families regarded work as merely a necessity.

It is interesting to note at the time of the first interview 20.4% of the Mexican Americans and 25.2% of the Anglo Americans were employed. This had increased to 37.1% - 32.5% at the time of the second interview and 44.6% - 41.4% at the time of the third interview.

Similarities between the Mexican Americans and the Anglo Americans were also apparent when they were asked the reason for their choice of job goal. The largest percent of both groups reported their choice was most influenced by their ability or experience on the job. Thirty-one percent of the Mexican Americans and 30% of the Anglo Americans made this response. Their mutual concern regarding working conditions and transportation problems was another major reason given for selection of specific jobs. Minor variations appeared regard-

ing their concern with the relation of the job to their physical limitations and with their interest in work which was enjoyable. More Mexican Americans than Anglo Americans emphasized employment where there would be limited physical activities required, 23.4% and 12.1%, while more Anglo Americans placed emphasis upon having employment which was enjoyable, 9.8% Mexican Americans and 23.5% Anglo Americans.

The extent of interest of the Mexican American in obtaining employment was revealed by the high percent who listed employment as a major service desired from Vocational Rehabilitation, 45.5% Mexican Americans in comparison with 25.2% Anglo Americans. The same concern with employment was shown when the rehabilitants were asked the things they wanted most ten years ago, now, and ten years from now. Employment was listed first in importance by a high percent of Mexican Americans, over 20% for both the present and the future; while over 20% of the Anglo Americans placed family concerns first in the present and the future, with employment appearing in second place. About 20% of both groups mentioned good personal behavior on the job when asked the open-ended question, "The most important thing about my job is _____?" At the time of the third interview, however, 13.6% Mexican Americans, in comparison with 7.2% Anglo Americans, reported they liked nothing about their job. Lack of enthusiasm for their job also appeared when they were asked directly what they liked about their job. Only 11.2% Mexican Americans and 21.9% Anglo Americans reported they liked everything about it.

Dependency

There was no indication in this research of the frequently reported tendency of Mexican Americans to be more dependent financially on others than Anglo Americans. It is true that at the beginning of this study there was a somewhat larger number of Mexican Americans on welfare, 29.5% and 15.4%. On the other hand, reports of the rehabilitants indicated the Mexican Americans were in much greater financial need. For example, at the time of the first interview, 54.5% of the Mexican Americans and 40.6% of the Anglo Americans were estimated as below the poverty line. Furthermore, they expressed more concern about their financial condition, 75% of the Mexican Americans as compared with 51.2% of the Anglo Americans. The financial need was also shown by the fact that only 20.4% of the Mexican Americans and 25.2% of the Anglo Americans were employed at the time they

came to Vocational Rehabilitation and the median annual salary of the Mexican Americans at that time was only $2,877. This data gives no evidence of unneeded dependency on public assistance; rather, it suggests insufficient financial support of the Mexican American rehabilitants. Furthermore, by the end of the study the number of Mexican Americans on public welfare had decreased almost three times as much as the Anglo Americans. Similarly, there was no evidence of over use of the social insurances — more Anglo Americans than Mexican Americans were receiving social insurance.

There was little difference in comparing the extent of financial dependency of the Mexican Americans and the Anglo Americans upon their family. At the time of the first interview, 34% of the Mexican Americans, as compared with 34.9% of the Anglo Americans, reported their family was their primary source of support. At the time of the third interview, there was a reduction of 9%, as compared with 7.3% for the Anglo Americans, in the number receiving this support.

Although the research found no evidence the Mexican Americans were more financially dependent than the Anglo Americans, there was an indication of greater emotional attachment among the Mexican Americans. For example, there was a closer tie between the Mexican Americans and their family and friends, especially in such things as use of others for guidance in important decision-making, help in time of trouble and companionship in leisure activities. The extent of use of others as consultants is shown in the following table.

Number of Rehabilitants Consulting Various Family Members and Others Regarding Job Goal

Person	Mexican American		Anglo American	
	Number	Percent	Number	Percent
Spouse	64	48.4	53	43.0
Parents	68	51.5	48	39.0
Godparents	21	15.9	0	0
Friends	83	62.8	69	56.0
Teachers	46	34.8	18	14.6
Counselor	107	81.0	86	69.9
Priest/Minister	19	14.3	12	9.7
Doctor	87	65.9	51	41.5

The same tendency appeared in greater use by Mexican Americans of friends and the employment service in job hunting when they had to

look for a second job. Both groups depended largely on their own initiative in hunting for the first job, but a higher percent of the Mexican Americans went to the employment agency when something happened to the first job and they had to try again.

Close relationship of Mexican Americans to relatives and friends was also shown in a number of other areas. For example, 59% of the Mexican Americans, in comparison with 14.6% of the Anglo Americans, reported contacts ranging from daily to at least once a week with relatives living close to them geographically. It was also found that 38.2% of the Anglo Americans, as compared with 11.3% of the Mexican Americans, spent most of their leisure alone.

In discussing where the rehabilitants went in time of trouble, 13.7% of the Anglo Americans, in comparison with 6% of the Mexican Americans, indicated they did not have anyone on whom they felt they could definitely rely. It was also found that 23.4% of the Mexican Americans went to their families in time of trouble; while only 13.8% of the Anglo Americans reported doing this. It seemed the Anglo Americans depended more on impersonal sources of help than the Mexican Americans, for 20.3% of the Anglo Americans as compared with 12.8% Mexican Americans reported they went to "religion," not some religious leader, in time of trobule.

The research found this type of Mexican American relationship to others appeared also in the field of employment. For example, at the time of the first interview, 55.3% of the Mexican Americans and 43.0% of the Anglo Americans reported they would like an employer who made most of the decisions. At the time of the third interview, 40.9% of the Mexican Americans and 22.7% of the Anglo Americans reported they had jobs where their employers made most of the decisions, and by this time, 49.2% of the Mexican Americans and 40.6% of the Anglo Americans indicated they would like to have this kind of an employer. The marked change in this Anglo American attitude raises the interesting question as to whether their original attitude was largely related to their Puritan ethics rather than their personal needs and the change developed after more job experience as a disabled worker.

Formal Organization

In contradiction to Saunder's findings this research found greater uses of formal organizations and dependency on them by the Mexican

Americans than by the Anglo Americans. For example, both groups listed medical services as their first referral source to vocational rehabilitation, but the two groups varied in their second source. Among the Anglo Americans it was their families, while with the Mexican Americans it was public welfare. The teacher was another representative of a formal organization who was important in the decision-making of the Mexican Americans. Eight and three-tenths percent of the Mexican Americans listed the teacher as the referral source to vocational rehabilitation; while only 2.4% of the Anglo Americans were referred by her.

Thirty-four and eight-tenths percent of the Mexican Americans also reported they discussed their job goals with their teacher, in comparison with 14.6% of the Anglo Americans. The importance of this is further amplified by the fact that 21.2% of the Mexican Americans, in comparison with 13.8% of the Anglo Americans, chose the job goal suggested by the teacher.

In general, the Mexican Americans also discussed their job goal with other professionals more frequently than the Anglo Americans, although the differences were not as marked. Data suggest that religious leaders had a rather minor place in decisions related to vocational rehabilitation for both groups. Only 14.3% Mexican Americans and 9.7% of Anglo Americans reported they discussed their job interest with their priest or minister.

The greater interest of the Mexican Americans in a job where they might be a member of a union was an increasing difference between the two groups as they went through vocational rehabilitation. The number of Mexican Americans interested in unions increased from 59% to 67.3% during the rehabilitation process, while the number of Anglo Americans decreased from 25.9% to 21.9%.

Another indication of the Mexican Americans' use of formal organizations was his use of professional help in time of trouble. Compared with 19.4% Anglo Americans, 46.8% of the Mexican Americans reported they went to professional persons for help in time of trouble.

Although the Mexican American group made more use of formal organizations in service settings than the Anglo Americans, the relatively low use of formal organizations by both groups should be noted. For example, at the time of both the second and third interviews, the largest number of both groups reported they obtained their jobs them-

selves. The second most frequent help in obtaining employment was friends for the Anglo American and return to their old job for the Mexican Americans. The Employment Service was not a prime source of jobs for either group. At the time of the third interview, more Mexican Americans than Anglo Americans reported they had been to the employment service in the past six months, but they represented only 25.7% and 21.9% of their groups. In addition to infrequent use of the Employment Service, the research also found infrequent use of formal recreational facilities by both groups. In the discussion of leisure time activities, the TV and radio were listed most frequently by the Mexican Americans and second most frequently by the Anglo Americans. Work around the house was listed second by the Mexican Americans and first by the Anglo Americans. The third listing of the Mexican Americans was visits with friends; while the third listing of the Anglo Americans was reading and studying. Church activities, social clubs and sport activities were the most frequently listed organized activities, but they ranged from only 3.7% to 18.9% of the rehabilitants.*

One final aspect of the Mexican American reaction to formal organizations, which should be given some attention in vocational rehabilitation counseling, was the need for more home visits to contact Mexican American clients. At the time of the first interview, it was possible for the Anglo American interviewer to contact 74.7% of the clients by letter or telephone and complete an interview with one visit, while only 52.5% of the Mexican Americans could be reached through one visit. At the time of the third interview, it took three to ten visits to contact 20% of the Mexican Americans, while only 7.3% of the Anglo Americans had to be visited three or more times.

* Church activities were listed by 3.7% of the Mexican Americans and 2.4% of the Anglo Americans; social clubs by 4.5% and 15.3%; while sports activities were listed by 18.8% and 15.3%.

Lost Cases

The original sample consisted of 153 Mexican American rehabilitants and an equal number of Anglo Americans. In the process of the study, 21 Mexican American and 30 Anglo American cases were lost for reasons indicated below:

Reasons for Loss of Cases in the Study

Cause	Mexican American	Anglo American
Left state	9	8
Unable to locate	9	15
Married and unable to locate	1	3
Deceased	1	2
In jail	0	1
In military service	1	0
In hospital and too ill	1	1

The major difference between the two groups was the larger number of Anglo Americans who could not be located. This may have been related to the smaller Anglo American families and fewer family members and friends in the area, for they were an important help in locating the Mexican American rehabilitants who had moved. The group who married and could not be located was small, but suggests the relationship of loss of this type of case to agency policy which does not provide rehabilitation services for a woman who has an employable husband.

Personal Characteristics

An analysis of the characteristics of lost cases showed they would appear to be as treatable, and possibly more treatable, than the rehabilitants remaining in the study. The largest number of the lost cases were middle-aged, 25-35 years, of which 47.6% were Mexican Americans and 46.6% were Anglo Americans, in contrast to 38% Mexican Americans and 34.1% Anglo Americans in this age bracket in the original sample.

Analysis of the distribution of the lost cases by sex showed there was a greater percentage loss of females than males, especially among the Mexican Americans. This is contrary to most other studies, which found the female a better potential for success than the male rehabilitant.

There was a significantly smaller number of orthopedic cases in the lost group than in the sample, 23.8% Mexican Americans and 20% Anglo Americans in contrast to 42.3% Mexican Americans and 38.1% of the Anglo Americans. The greatest loss was among those classified as "other" — these included cardiac, respiratory, neoplasms, and allergy cases.

The lost group appeared to accept their disabilities more, both according to the interviewer's analysis and as revealed by their response to the open-ended question, "Disability is_____." According to the interviewers' evaluations, a higher percentage of rehabilitants in the Anglo American lost group had only moderate handicaps, while the opposite seemed to be true of the Mexican Americans. This was shown by the significantly higher percent of Mexican Americans with secondary disabilities in the lost cases than in the sample, 42.8% as compared with 33.3%. A much larger percent of Mexican Americans also had been disabled six years to life, 66.6% in the lost group and 37.3% in the sample.

The Anglo American lost cases did not vary much from the sample in the extent of their use of formal organizations, but a higher percent of the Mexican Americans were city-raised people and residents of the city the last five years. Fewer Mexican-born Mexican Americans were in the lost cases than in the sample, 4.7% as compared with 10.5%.

There was little difference between the Anglo American lost cases and the sample in educational background, but the Mexican Americans had a much higher educational attainment than was found in the total sample. For example, 33.1% of the Mexican Americans in the lost group had 12 years of education and over, in contrast to only 18.1% in the total sample.

Only minor differences appeared between the lost group and the total sample in their family structure. A few more of the Anglo Americans in the lost group were single person households, 16.6% as compared with 11.8% in the sample. There was also a smaller per-

centage in the lost group whose spouses were living in the house with them, 38% Mexican Americans and 23% Anglo Americans, while in the total sample there were 50.3% Mexican Americans and 43.1% Anglo Americans.

The usual occupation of the lost cases was a higher occupational level than the total sample. In the professional group, there were 4.7% Mexican Americans and 16.6% Anglo Americans in contrast to 2% Mexican Americans and 8.5% Anglo Americans in the total sample. The high percentage of clerical workers among the lost cases was apparent in both the Mexican American and the Anglo American groups. There were 19% of the Mexican Americans and 20% of the Anglo Americans in this group, while in the original sample they accounted for only 7.8% of the Mexican Americans and 12.4% of the Anglo Americans. The number of rehabilitants from farming occupations was less for the Mexican Americans among the lost cases than the sample, 9.5% as compared with 15.7%. It was also found that a higher percentage of Mexican Americans had been off their usual jobs a shorter period of time than the total sample — 42.7% of them reported it had been less than a year since they had worked in their usual occupation, in contrast to 30.8% of the total sample.

Attitudes

Not only were there fewer Mexican-born in the lost cases, but there were fewer in the group who asked to have the Spanish version of the schedule for the interview, and fewer who expressed any concern about employment where no one spoke Spanish. There was a similar drop in the number who attended church where there were Spanish services.

The only difference in attitudes toward dependency was a larger percent of the Mexican American lost cases who reported they went to their family in time of trouble, 33.3% in comparison with 24.8% of the total sample. This difference did not appear among the Anglo Americans.

Analysis of the findings indicated the lost cases more easily accepted change than the sample. For example, 33.3% of the lost cases, in contrast to 20.9% of the Mexican American sample, reported they were interested in training for "as long as needed." Another indication of this tendency was the higher percent of Anglo Americans who wanted training of 2-4 years in duration, 30% - 17.6%. Even more striking

was the markedly higher percent of Mexican Americans in the lost group who expressed a willingness to move to obtain employment, 80.9% as compared with 56.2% in the total sample.

An analysis of the lost cases shows this group was interested in more independent working relationships than the total sample. The number of Mexican Americans who would like a supervisory job among the lost case group was 66.6% in contrast to 44.4% in the total sample. There was also a lower percentage of Mexican American lost cases who wanted a boss who would make most of the decisions, 42.8% in comparison with 53.6% of the total sample. The initiative of this group is shown by the fact that the Mexican American interviewer has heard from 12 of the group since the end of the study and 10 of them are employed.

The Anglo American lost cases showed the same interest in greater independence in working relations as the Mexican Americans, although the specific questions on which this appeared were not the same for the two ethnic groups. The most striking Anglo American examples of this tendency were the lower percent who wanted a boss who had a personal interest in them, 63.3% in contrast to 79.7%, and the lower percent who wanted employment where they would have limited responsibility on the job, 33.3% in comparison with 41% in the sample.

Conclusions

Analysis of the lost cases indicates the need for greater concern for this group. It is apparent they are not cases with a low rehabilitation potential; in fact they appear to be higher than the total sample. For those who have gone out of the state, it might be advisable to write them, expressing interest in their welfare and encouraging them to go to the vocational rehabilitation office nearest their new address if they want further services.

It is difficult to know what might be done about those who could not be located. The interviewers made considerable effort to locate these people but could not contact them during the study. Subsequently, the Mexican American interviewer has heard from 12 of the lost Mexican American cases indicating they might be located through further efforts. The possibility of using counselor's aides of the same ethnic or social class background as the rehabilitant might be considered. Such counselor aides would have greater knowledge as to how to contact their own people, and it would be less expensive to the agency to use them rather than the counselor in this capacity.

Outcome in Vocational Rehabilitation

Measures of Outcome

Five measures of outcome were used in the analysis of data for this study: (1) increase in income from the time of application at Vocational Rehabilitation to closure of the project; (2) employment in an occupation at the end of the project in which the skill in work-with-data was higher than the usual occupation of the rehabilitant; (3) employment at the close of the project in an occupation in which the skill in work-with-things was higher than the usual occupation of the rehabilitant; (4) employment at a full-time job, and (5) the rehabilitant's attitude toward his job at the end of the study as shown by his desire to remain in it the rest of his life.

Ethnic Differences and Outcome

There was no significant statistical difference between the two ethnic groups in their success on the five different measures used by the study when the data was analyzed. Statistics on increase in income are presented here to illustrate the minor differences between the two groups.

Change in Income from Beginning to End of Project

	Down	Same	Up
Mexican American	8	61	63
Anglo American	14	56	53

The null hypothesis that there was no significant difference between the Mexican American and the Anglo American in their success in vocational rehabilitation could not be rejected at the .01 level of significance by this study.

Increases Indicated by the Measures

Irrespective of the lack of any significant difference between the two ethnic groups in outcome in rehabilitation, there were important data on the extent of improvement of the rehabilitant on the different measures of outcome. For example, more than a third of the sample had an increase in income from beginning to end of the study and only a minimal number went down. An important increase was in the number employed at the end of the study. In contrast to the 27 Mexican Americans and 31 Anglo Americans who had some employment at the beginning of the study, at the end of the study 59 Mexican Americans and 51 Anglo Americans were employed full-time.

On the other hand, there was less improvement in job skills. For example, there were 17 Mexican Americans and 11 Anglo Americans who increased in skill in work-with-data. Similarly, 14 Mexican Americans and 14 Anglo Americans went up in skill in work-with-things, while 21 Mexican Americans and 16 Anglo Americans went down.

Satisfaction with their job, both full-time and part-time, at the end of the study was not as low as increase in skills, but neither was it as high as increase in income. Thirty Mexican Americans and 22 Anglo Americans expressed interest in retaining their jobs for life; while 36 Mexican Americans and 34 Anglo Americans did not want to remain in them.

The null hypothesis that there is no single measure of success in rehabilitation could not be rejected at the .05 level of significance by these findings. The rate of success was significantly different for the sample on the different measures of outcome and it becomes apparent they measured different aspects of the outcome. Importance of the different measures in terms of their long-time effects needs to be considered in analyzing each of them. The possibility of variation in importance of the different measures for different age and educational groups needs to be considered. It would seem that increase in the rehabilitant's skill level would have the greatest long-time effect, but the feasibility of increase in skill level of seriously handicapped people or elderly rehabilitants needs to be carefully analyzed.

The Effect of Personal Characteristics on Outcome

In addition to ethnic differences, the significance of the following 15 personal characteristics were analyzed in terms of their relation to the five measures of outcome:

Age
Sex
Poverty at the time of the first interview
Poverty at the time of the second interview
Poverty at the time of the third interview
Education
Occupation, including skill in work-with-data and things
Religion
Type of disability
Rural background
Foreign born rehabilitant
Rehabilitant with foreign born father
Rehabilitant with foreign born mother
Rehabilitant with foreign born grandparents
Rehabilitant who received help from family

Among those analyzed, only age, poverty at the time of the third interview, education, skill in work-with-data, skill in work-with-things, and religion were found to be significant variables in outcome.

Age was found significant at the .01 level. Increase in age was related in inverse proportion to increase in skill.

As might be expected, the number below the poverty line at the time of the third interview was significantly related to the number employed full-time. This finding seems to be self-evident, but in addition to this expected report was the unexpected finding that 18 Mexican Americans, in comparison with four Anglo Americans, employed full-time were still below the poverty line. This showed that having a job is not enough to meet the needs of many of the Mexican Americans. Adequacy of the salary and the number of dependents who must be supported on it are equally important variables in attaining a family income above the poverty line. When the salary scale was obtained from the rehabilitant at the time of the fourth interview, it showed approximately twice as many Mexican Americans as Anglo Americans were receiving under $40 a week, 16.2% - 7.8%. Furthermore, three times as many Mexican Americans had "five and more" single children living with them.

Education, prior to coming to Vocational Rehabilitation, was not found to be significant in the first four measures of success, but was found significant in client satisfaction. The Mexican Americans and the Anglo Americans varied on this measure. Mexican Americans with

a lower educational background were less satisfied with their occupations than the Anglo Americans; while those in the eighth grade level or higher were more satisfied. This seems to suggest that this group of Mexican Americans were more concerned about employment limitations related to low education attainment than the Anglo Americans.

Increase in skill in work-with-data varied significantly according to the usual occupation of the rehabilitant. The greatest increase in numbers were in service and structural occupations, while the greatest decrease was in professional work, sales-clerical work, and work in machine trades.

Increase in skill in work-with-things also varied significantly according to the usual occupation of the rehabilitant at the time he came to Vocational Rehabilitation. The highest percentage of rehabilitants in the professional, clerical-sales, and structural occupations went up in skill-with-things, while rehabilitants in farm employment and machine trades went down.

In this study it was found that religion was a significant variable in relationship to full-time employment. Among the Mexican Americans a higher proportion of Catholics were employed; while among the Anglo Americans, the highest proportion employed were the group classified as "other," the largest number of which were Jewish and Mormon.

Other Characteristics Related to Outcome

Two characteristics generally considered rather closely related to vocational rehabilitation were also analyzed in this study: (1) rehabilitants with a job goal, and (2) changes in job goals during the rehabilitation process.

The existence of a job goal was found to be highly significant in frequency of a full-time job. It was not found significant on the other measures of outcome. In analyzing the differences between Mexican Americans and Anglo Americans, a higher percentage of Mexican Americans had a goal at both the first and the third interview, 43.2% - 36.9%. The data also suggest the existence of a job goal was more important to the Mexican American than the Anglo American, as shown by the fact that 55 Mexican Americans, as compared with 44 Anglo Americans, who were employed had a goal at the time of both the first and third interviews.

In analyzing changes in goals, a significant difference (.05) was found between the Mexican Americans and the Anglo Americans. The Mexican Americans' occupational goals went upward during the rehabilitation process, while the Anglo Americans' went downward. A significant relation appeared between changes in goals, changes in skills, and securement of a full-time job at the end of the study. Among the Mexican Americans, change in goals was found to be a correlate of an increase in skill in work-with-data, a decrease in skill in work-with-things, and a decrease in the number with full-time jobs. The Anglo Americans showed the opposite tendency in skill in work-with-data and things, but the same tendency in full-time employment.

Attitudes and Outcome

Although seven attitudes were given special attention in this research and analyzed for their comparability between Mexican Americans and Anglo Americans, only one was found significant in outcome of rehabilitation. This was the attitude toward change. The aspect of this attitude used in the analysis was the rehabilitants' attitude toward a job where they would do the same thing every day. It was found that this attitude was correlated with increase in income, full-time employment, and satisfaction with a job.* In considering the importance of this finding, it should be remembered that this may have been more related to the immediate labor market demands than the universal value of this attitude. In Arizona, at the time of this study, routine work was apparently more available for this type of worker and, consequently, workers who were satisfied with this type of work were more successful in their employment.

The lack of significance of other attitudes usually designated as typical of Mexican Americans and important in rehabilitation settings is an outstanding finding of this study. Failure to find any significant difference due to language difficulties appears especially important in view of the prevalence of this problem among Mexican American rehabilitants included in the sample. This may have been due to the frequent presence of others who spoke Spanish where these rehabilitants found employment. Further analysis of this seems indicated to determine whether this is a help to this minority group or encourages discriminative hiring policies.

---

* The level of significance was .01 on income, .001 on full-time job and .01 on satisfaction with the job.

Rehabilitation Services and Outcome

Completion of the rehabilitation process was found highly significant (.001) in relation to employment on a full-time job, but not statistically significant (.10) on increase in income, higher skill in work-with-data, and higher skill in work-with-things. It was not significant in the rehabilitants' satisfaction with the job.

No significant difference appeared between the Mexican American and the Anglo American in statuses at the end of the study when they were analyzed on the basis of these; (1) closed at intake, (2) closed, rehabilitated, (3) closed, not rehabilitated, and (4) still active. On the other hand, a significant difference was found in a comparison of the number closed at intake and the number still active at the end of the rehabilitation process. There were 47 Mexican Americans closed at intake, and 39 still open at the end of the study, as compared with 35 Anglo Americans closed at intake and 47 still active.

At the close of the study, the Anglo American interviewer made an individual analysis of 111 cases in that group, dividing them into five classifications: (1) meaningful and helpful service given by Vocational Rehabilitation, (2) service given but not meaningful or helpful, (3) no service possible, (4) service which hindered more than helped, and (5) not possible to evaluate at the time of the third interview.* Results of the cases analyzed were as follows:

Meaningful services	56
Not meaningful services	27
No services possible	14
Services which hindered	13
Not possible to evaluate	1

To extend the analysis of meaningful services to the entire sample, comparison was made between the results of the analysis of the 111 cases and the responses to the question asked each rehabilitant at the

* "Service" was defined as any action on the part of the agency beyond the application interview. "Meaningful" was defined as whatever service the subject considered helpful and valuable, so stated by them at the time of the third interview, and also assessed by the interviewer as having been a direct service of the agency. "Service" included anything from a routine physical examination, which in any way proved helpful to the subject, all the way to training plans involving financial assistance from the agency.

close of the third interview, "As you think back over your rehabilitation, what would you say helped you the most? The responses of the rehabilitants to this question were grouped in the following way as meaningful and nonmeaningful.

Meaningful	**Not meaningful**
Medical care	No help
Training	Doesn't know
Employment	Family help
Financial help	Good mental attitude
Counseling	Hard work
Testing	Assistance from other agencies
Other	Interviews of researcher
All helpful	

No significant difference was found in the two types of analyses.

Analysis of the Anglo American cases did not find that differences in counselors were related to meaningful services, but did indicate some relation between meaningful services and: source of referral, number of personal problems of the rehabilitant, and degree of realism of the goal of the rehabilitant. A statistical analysis of all cases showed a significant relation between meaningful services and: type of referral (.001), type of disability (.05), and change of goals (.05). Analysis of the relation of meaningful services to the various measures of outcome showed no significant differences between those receiving meaningful services from Vocational Rehabilitation and those not receiving them. There was some indication of a slight tendency toward increase in skill in work-with-data and in work-with-things for those receiving a meaningful service, but this only can be considered a tendency and not a significant difference, for it was only .10 on chi square. In comparing the extent of meaningful services received by the ethnic groups, a significantly larger percent of Mexican Americans received meaningful services from Vocational Rehabilitation, 101 in comparison with 78 Anglo Americans.

In evaluating the lack of relationship between meaningful services and outcome in rehabilitation, it should be remembered 86 cases were still active at the close of the study and this might affect the results. The halo effect caused by being an active case at Vocational Rehabili-

tation may be another factor affecting the findings. The Relay Assembly Room research is a well-known illustration of change caused by the mere administration of a study (11).

Equally as important may be the policy of the Arizona Division of Vocational Rehabilitation to obtain many of the services provided rehabilitants from other agencies, either through agreements with them on joint responsibilities or through contracts for specific services. As a result, these services may appear as services of other agencies and not as meaningful services, since they were not specifically provided by Vocational Rehabilitation.

Agency Recognition of Job Goals

Another analysis of the quality of vocational services was based on the agency's recognition and use of the rehabilitant's job goal, both in arranging training and in helping him obtain a job where he would use the training. The measures used in this analysis were differences between his job goal and training, differences between his training and job placement, and differences betwen his job goal and job placement.

The significant differences between the Mexican Americans and the Anglo Americans in these analyses were: (1) occupational differences in job goal at the time of the first interview and job at the end of the study; (2) differences in skill in work-with-data in goal at the first interview and in job at the end of the study; (3) differences in occupational goal at the third interview and job at the end of the study. The first one of these was significant at the .05 level and the other two were significant at the .01 level.

In analyzing returns, Mexican Americans tended to have jobs in a higher occupational classification than their original job goal, while Anglo Americans tended to have jobs in a lower occupational level than their goal. The findings were opposite in differences in job goal and skill in work-with-things. The Mexican Americans went down in skill level while the Anglo Americans tended to remain the same or rise in skill. Comparison of the occupational classification of the goal and the job at the time of the third interview showed the majority of both ethnic groups had the same job goal and job.

The increase in similarity between job goal and job by the time of the third interview suggests the rehabilitants either were able to obtain

higher level jobs at the end of the study or they lowered their goals to the level of the jobs available to them. Either solution usually increases job satisfaction and is generally considered an indication of good rehabilitation service. However, further study is needed to determine whether the goals were lowered too much and were below the capacity of the rehabilitants. There was apparently more likelihood of too much lowering of goals by the Anglo Americans than the Mexican Americans. For example, the percent of Anglo Americans in professional occupations at the end of the study was 3.2% as compared with 7.3% who reported this as their usual occupation. On the other hand, fewer Mexican Americans were in lower level jobs, such as farm day labor, at the end of the study, 8.3%, in comparison with 16.6%, who reported it as their usual occupation at the beginning of the study.

Another important finding from this analysis was the lack of significant differences between job goals and training. This suggests that Vocational Rehabilitation recognized and followed the job interests of a significant percent of the rehabilitants when training was provided. Although the interviewers reported individual cases where there was a serious discrepancy between goal and training, the statistical analysis indicated this was apparently not too prevalent. The major difficulty which appeared in the findings was the low percent receiving training. At the time of the second interview, only 47.8% of the Mexican Americans and 52.1% of the Anglo Americans were in training. By the third interview the percent in training was 51.8% and 41.3%, with little change in the group served. This was considerably fewer than the number receiving medical examinations, which was around 70% of the sample. There is undoubtedly a justifiable reason for a larger percent of the sample to receive medical examinations than training, but further study may be desired to determine whether a larger percent of the rehabilitants could also receive training in view of the rapid technological development in our present day society.

The final issue raised by the analysis of differences is the high rate of discrepancies between job goals and job placements, which was significant at the .01 level. This involves the services of the employment service and the condition of the local labor market, in addition to rehabilitation services. It is a complex problem, and apparently one needing consideration by all agencies involved, with closer cooperation between them.

Money Spent on Rehabilitation

The data on the money spent by Vocational Rehabilitation for the two ethnic groups were somewhat limited because reports were available to us for only the closed cases, and 29.3% of the Mexican Americans and 37.9% of the Anglo Americans were still active cases. Since these cases were active for a longer period of time than the others, it is likely more money will be spent on them by the agency than the cases closed more quickly.

Data on the money spent by the agency on the closed cases showed no significant difference between the two ethnic groups in amount of expenditures, as indicated by the following table:

Cost of Rehabilitation of Closed Cases by Ethnic Group

Cost	Mexican American	Anglo American
Under $100	6	3
$100 - $1,000	16	9
Over $1,000	13	11

The other significant findings in this report seem to be the greater number of Mexican Americans for whom the agency spent money (35) than Anglo Americans (23); and the slight, but not statistically significant, tendency toward the expenditure of larger amounts for the Anglo Americans than the Mexican Americans.

In an analysis of the relation between agency expenditures and the measures of outcome, agency expenditures were more related to increased income for the Mexican American rehabilitants than the Anglo Americans. The two groups differed slightly in the relation between agency expenditures and full-time jobs. In the analysis of skills, the Mexican Americans, for whom there had been agency expenditures, tended to go up in skill-with-data and down in skill-with-things, as was the general tendency of this group throughout the study; while the Anglo Americans tended to go down in skill-with-data and up in skill-with-things. The relationship to job satisfaction showed the Mexican American was less satisfied than the Anglo American, but the numbers were too small to be significant.

Relation Between Attitudes and Behavior

The relation between attitudes and behavior has been of special interest throughout the development of this study. The University

of Minnesota's analysis of aspirations in relation to psychological needs was rejected by this study in favor of a more specific analysis of attitudes.

Leaders in the study of values have stressed the importance of analysis of specific values rather than generalized ones (28, pp. 7-13), and this study has been developed on the assumption that an analysis of attitudes also should be as specific as possible. As a result, the analysis of job aspirations was directed toward specific job goals, and the analysis of Mexican American attitudes — and their relationship to outcome in vocational rehabilitation — were developed in as specific terms as possible. Irrespective of this closeness of relationship, the previous section of this report shows the limited relationship between "so-called Mexican American" attitudes and behavior as exemplified in outcome in rehabilitation.

This section is devoted to a "study within a study" of the relationship between attitudes and behavior. This analysis is separate from and in addition to the analysis of attitudes related to outcome in rehabilitation. Eighteen areas were included in this "study within a study."

In 13 areas there was no significant relationship. In four a significant relationship existed, and on one, the chi square was at the .10 level, suggesting only a tendency. These comparisons of attitudes and behavior were not programmed into the study and are presented here primarily to show the problems in testing. The need for specific rather than generalized relationships was especially apparent in this analysis. For example, in the area of dependency no significant relationship was found between the rehabilitant who wished to have a job where the employer made most of the decisions and the frequency with which these rehabilitants discussed their job goals with their wives, parents or godparents. Furthermore, no relationship appeared between those having a dependent attitude in the field of employment and those who showed a dependent behavioral pattern in their recreational life — namely, through participation in activities with others rather than alone. Also, no relation was found between those who wanted an employer on whom they could be dependent and those who were largely dependent on others financially.

The verbalized need to work to be happy was not related to the number who obtained employment or reported they had gone out looking for work. In the same way, no relationship appeared between the number who reported they wished to have a job where they might

be members of a union and those who belonged to organized groups. Furthermore, those who wanted routine jobs were not related to the number who stayed with the same job goal throughout the rehabilitation process.

The closest relationships between attitudes and behavior were shown in four areas — (1) participation in organized recreational activities; (2) use of Spanish; (3) employment on jobs where friends and relatives work; and (4) the relation between expecting to obtain work and looking for work.

Interest in employment where they might be a member of a union was related at the .001 level to participation in largely formalized leisure-time activities, such as youth organizations, social clubs, church activities, and community action programs. In the second area, a high percent of the rehabilitants who wanted a job where Spanish was spoken asked to have the interview in Spanish. A significant number of the Mexican Americans who had difficulty with English also attended churches with Spanish services — .05 level.

In the third area found significant, the rehabilitant who wanted a boss who made most of the decisions was related (.05) to the rehabilitant who found employment in the same place where his friends and relatives were employed. The fourth area involved the relation between expecting to obtain some kind of work and looking for work. It was significant at the .05 level. The most striking data in this area was the high proportion of Anglo Americans expecting to obtain work, who were looking for work, and the high proportion of the Mexican Americans who expected to obtain work and were not looking for work.

One area analyzed, showing clearly the need to avoid contamination of the results by outside factors, was the comparison of the length of time the rehabilitant could imagine himself in training and the length of time of his training program. An analysis of data showed that of 122 cases in the study who were in training, only 12 were planned for more than a year in duration. It is apparent the training opportunities available had more influence on the length of the training than the attitude of the rehabilitant. Consequently, it was not surprising that the relation between these two time lengths was only significant at the .10 level.

Relation of Mexican American, Rural Religious and Social Class Attitudes

In the development of this research, the question was raised whether "so called" Mexican American attitudes were really rural, religious and social class attitudes. Data obtained from the interviews were analyzed in relation to each of these areas.

In this research, rural background was defined as living in a rural area most of one's childhood. None of the attitudes analyzed in relation to outcome to rehabilitation were found significantly different between the rehabilitants who grew up in rural areas and those who grew up in towns or cities. The rural-urban differences were in characteristics rather than attitudes, for example, the group who spent their childhood in rural areas was significantly lower in education and a high percentage of those with rural background had a farming occupation, while a low percentage were in professional and sales groups or service occupations. In the area of religion, those with rural background were more frequently Protestant, while those with urban backgrounds were more frequently Catholic.

The analysis of the rehabilitants by social class was based on their usual occupation only. Few similarities between social class and Mexican American characteristics and attitudes appeared. The major similarity in personal characteristics was the high relationship between social class and Mexican American poverty. Those below the poverty line, at all three interviews, varied by social class at the .05 to the .001 level, suggesting the large number of Mexican Americans below the poverty line is both a social class and an ethnic difference. Similarities in attitudes appeared only in two areas — routine work and the need to work to be happy. The lower-class workers, as well as the Mexican Americans, expressed greater interest in jobs where they would do the same task each day. However, the ethnic difference was greater than the class difference, suggesting the attitude was more typical of the Mexican American group than the lower social-class group. The attitude that one needs to work to be happy was also related to the other variables — social class, ethnic and religious differences —-indicating the attitude was prevalent among all three groups and not a separate attitude of any of them.

Analysis of the relation between religious differences and Mexican American characteristics revealed a similarity in the percentage living in poverty and a similarity in some attitudes. A significantly higher

percentage of Catholics than other religious groups were below the poverty line at the time of all three interviews; but the difference was not as significant as the ethnic differences, suggesting once more that poverty is not merely a religious characteristic. In education, the Catholic group was significantly lower than the other groups, but again there was not as great a difference among the religious groups as between the Mexican American and the Anglo American groups. On the other hand, some of the attitudinal differences were as great as the ethnic ones, appearing in the areas related to work and formal organizations. The Catholics, as well as the Mexican Americans, were significantly interested in a job where they might be a member of a union and were significantly different from the other religious groups in their belief that it was necessary to work to be happy.

Also studied in this analysis of rural, religious and social class differences was their relation to rehabilitation services. A significantly different rate of completion of the rehabilitation process was found according to the rehabilitant's social class. The major difference appeared in the agricultural group. Seventeen of 28 in this group were closed at intake, indicating a very low rate of rehabilitation for the agricultural worker. The only significant difference in receipt of services according to religion was variation in those receiving meaningful services. Catholics were significantly higher than the other religious groups in receipt of meaningful services.

Reliability and Validity

Three of the objective questions asked on the first interview were repeated on the fourth interview to obtain a test of the reliability of the data. These three questions were: (1) Where were you born? (2) When you were a child, who was the main paid worker in the family? and (3) What was this person's job? The answers were the same for 97% of the Mexican Americans and 100% of the Anglo Americans to the first question, 94% and 96% for the second question and 86.5% and 94.1% for the third question.

Another reliability test was the similarity between the report of disability at the time of application at Vocational Rehabilitation and the statement of the disability to the interviewer at the time of their first contact. Fifteen and nine-tenths percent of the Mexican Americans and 23.8% of the Anglo Americans told their interviewer their major disability was of a different classification than that stated on the application. This was not a complete test of reliability since the application

is sometimes made out by the referring agency or another member of the family rather than the rehabilitant, but it gives some indication of the reliability of the study. Further analysis of statements regarding the rehabilitant's major disability, revealed the same rate of comparability between the statement to the interviewer and the physician's diagnosis, as between the statement on the application and the physician's diagnosis.* Final indications of the validity of the data were the significant relationship (.001) between the rehabilitants' report of their desire to have employment in a place where someone could speak Spanish and their request for the interview in the Spanish language.

The validity test of the rehabilitant's responses regarding receipt of public assistance showed a greater inconsistency than the other tests. This was made through a comparison of the reports of the rehabilitants to the interviewers and the report from Public Welfare. They were quite comparable for the Anglo Americans. For example, 13.7% reported to the interviewer they were on welfare at the beginning of the study and 15.4% were reported by Public Welfare. At the end of the study, the number on Public Welfare was reported as 13.6% and 9.7%. The reports in relation to the Mexican Americans were equally comparable at the beginning of the study — 32.5% to the interviewer and 29.5% by Welfare; but at the end of the study the discrepancy had markedly increased. According to the report to the interviewers, 24.8% were on relief, while Welfare reported only 10.1% on relief. Part of this discrepancy may have been due to the lack of a Welfare report from one of the small rural county departments where the cases were almost totally Mexican American. In addition, there may have been greater confusion among the Mexican Americans than the Anglo Americans regarding the difference between public welfare and various forms of social insurance, so that the Mexican Americans reported social insurance benefits as public welfare and consequently indicated more on welfare than were reported by Welfare.

* In 29.5% of the Mexican American group there was a difference between the statement to the interviewer and the physician's diagnosis. In 26.6% of the group there was a difference between the statement on the application and the physician's diagnosis. The difference for the Anglo American group was 37.7% and 36.9%.

Summary of Findings

This study was made to increase understanding of the Mexican American rehabilitant in Arizona, his unique characteristics and needs, and his adjustment to vocational rehabilitation. The sample studied was 153 Mexican American applicants at the Arizona Division of Vocational Rehabilitation and a matched group of Anglo Americans. They were interviewed as soon as possible after application and reinterviewed every six months to the end of the study. Data was obtained on their personal characteristics, their "so called" Mexican American attitudes, and their outcome in the rehabilitation program. The major findings in these three areas will be summarized briefly in the following pages.

Personal Characteristics

Anglo American applicants were matched as closely as possible to the Mexican American group in the four areas of age, sex, disabliity, and usual occupation. The age of the sample ranged from 16 to 63 with about the same number in each 10-year interval for both the Mexican American and the Anglo American group. Sex distribution in the sample was about 70% male and 30% female. There were 11 major types of disabilities in the sample. The largest group, which represented about 35% of the cases, was orthopedic. Next largest was mental retardation, with 13.1% of the cases in the sample. More than a third of the Mexican Americans and a slightly higher percentage of Anglo Americans had secondary disabilities. The usual occupation of the sample prior to disablement was predominantly service or other blue-collar occupations, with skills largely at the semi-skilled and unskilled level. Occupational distribution of the sample tended to skew upward for the Anglo Americans when the information on their usual occupation was received. However, there was no significant difference in the skill required by the usual jobs of the two groups.

The two groups varied significantly in several other personal characteristics. Most prominent among these was family structure. The extended family was still prevalent among the Mexican Americans in the sample, in contrast to smaller families among the Anglo Americans with less contacts between family members. Most Mexican Americans had many relatives living within the geographic area where they resided. The "compadre system" (godparents) was still prevalent among the Mexican Americans in the sample, although according to the reports of the rehabilitants their influence was decreasing. Family gatherings, deep interest in the children in the family, dependence on the family in time of trouble, and mutual sharing of finances were typical of the Mexican American group.

Eighty-five percent of the Mexican Americans were Catholic in contrast to 20% of the Anglo Americans. The Mexican Americans also reported much more frequent church attendance than the Anglo Americans, but there was little consultation with the priest regarding vocational questions.

The majority of the Mexican American group were second and third generation immigrants from Mexico. Slightly more than 11% of the group were Mexican-born, but 50% had parents and 80% had grandparents who were born in Mexico. There was some tendency toward segregation in residence, but this was not marked. Only about 22% of the Mexican Americans lived in census tracts where more than 50% of the population was Mexican American. Almost 30% of the group indicated some difficulty with the English language and 60% of them attended churches where there were Spanish services.

Both the Mexican American group and the Anglo American control group appeared to be highly urbanized. About 80% of them were living in metropolitan areas at the time of the study and about two-thirds of both groups spent their childhood in cities or towns. On the other hand, almost 17% of the Mexican Americans had spent considerable time during the last five years in rural areas. Their rural ties are also shown by the fact that two-thirds of them had had employment in agricultural work at some time in their lives. The majority of them had worked as unskilled field workers and many of them had lived in town and worked as seasonal workers. This was in contrast to the Anglo American group who reported almost as much agricultural background, but indicated that much of their experience had been as unpaid family workers on their father's farms.

The education of the Mexican American group was markedly lower than that of the control group. Almost 16% of the Mexican Americans in contrast with 1.6% of the Anglo Americans, reported they had fifth grade education or less. Only about 18% of the Mexican Americans, in contrast with almost 39% of the Anglo Americans, reported they had completed high school education or taken training beyond that level.

Two serious problems faced the Mexican Americans in the sample. The first was financial difficulty. More than 50% of the Mexican Americans reported their family income was below the poverty line at the time of the first contact with the agency. At the time of the last contact, more than 43% of the Mexican Americans and their families were living on an income below the poverty line specified by the Economic Opportunity Program (for families of the size of their family). The seriousness of this problem was indicated by the fact that, at the time of the first contact, almost 22% of them were $2,000 below the poverty line. This was acute need, not minimal deprivation. Three-fourths of the Mexican Americans expressed concern about their financial situation when they went to the agency and more than half of them were still concerned at the end of the study. About 30% of the Mexican Americans and 16% of the Anglo Americans were on welfare at the time they went to Vocational Rehabilitation. At the close of the study, this had been reduced to around 14% of the Mexican Americans and 10% of the Anglo Americans. A small number of them received help from various social insurances at the beginning of the study and this increased to 33% of the Mexican Americans and about 38% of the Anglo Americans by the end of the study. The mean weekly salary of the Mexican American at the close of the study was $53.47 and $52.96 for the Anglo Americans. At the end of the study, 18 Mexican Americans, in comparison with four Anglo Americans, who were employed full-time, still had a total family income below the poverty line.

About one-third of both groups reported discrimination on the job because of their disability. In addition, almost half of the Mexican Americans reported discrimination on the job because of ethnic origin.

Mexican American Attitudes

A serious language barrier and concern about it is generally mentioned in most Mexican American studies. Arizona did not differ from

other areas in this. At the close of the study, some decrease was found in the number who reported they would have difficulty on a job where no one spoke Spanish, but almost 30% of the group were still in this category. Information on the employment situation at the end of the study showed that almost 75% of the Mexican Americans employed were working on jobs where there was someone who spoke Spanish, so the language barrier was not as great a problem in securing employment as might be anticipated. On the other hand, this does not eliminate the possibility that the language barrier might prevent mobility in employment and attainment of better paying positions. The main change in the language difficulty of the group during the study was in attitude toward the Spanish language rather than in speaking ability in English. The number who felt they could use Spanish as an asset on their job increased from 23% to almost 52% of the group during the study.

This study found no significant differences between the Mexican American and the Anglo American in the attitudes which Lyle Saunders had specified as typical of Mexican Americans in Colorado and New Mexico. For example, the Mexican Americans were as interested as the Anglo Americans in training more than a year in duration and participated as fully in such programs. They were equally as interested in change in jobs as the Anglo Americans, and they raised their goals during the rehabilitation process, whereas the Anglo American tended to lower their goals. A higher percentage of the Mexican Americans than the Anglo Americans believed it was important to work to be happy and there was no significant difference between the two groups in their optimism about obtaining employment. The persistence of financial dependency on others was no greater among the Mexican Americans than the Anglo Americans. Furthermore, the Mexican Americans were not as alone in their communities as the Anglo Americans, and more of them had someone on whom they could rely in time of trouble. Also, no indication of resistance to formal organizations was found among the Mexican Americans as reported by Saunders. More of them wanted employment where there were unions, and more of them indicated they used the employment service and other professional groups in time of need.

Although the "so called" Mexican American general attitudes were non-existent in the sample, certain specific attitudes stood out and may be important in rehabilitation. For example, the Mexican American group were less opposed to routine work than the Anglo American group. Also, a higher percentage of them preferred a personal relation-

ship with their employer, and more of them did not want to be employed on a job where they would be penalized if they were late in coming to work. Furthermore, a higher percentage of the Mexican Americans indicated they would not like to move a great distance geographically to obtain a job.

Responses to Formal Organizations

Although the Mexican Americans made more use of formal organizations in the course of this study than the Anglo Americans, there were some general patterns of behavior in relation to formal organizations which appeared significant. One of these was the need for a greater number of home visits to obtain data from many of the Mexican Americans than the Anglo Americans. Just how much the language difficulty, transportation difficulties, belief in ethnic discrimination, fear of the unkown, and lack of telephones contributed to this problem is unknown, but the necessity of several visits to reach many of them was apparent.

Another pattern which was typical of both ethnic groups was the relatively low rate of use of professional organizations. At the time of the third interview, when both groups were most interested in obtaining employment, only about 25% of each group went to the employment service. There was also a low rate of use of formal recreational organizations and leisure time activities in the community by both groups, ranging from 4% to 19% of the total sample who made any use of them.

Outcome

Five measures of outcome were used in the study: (1) increase in wages, (2) employment in an occupation in which the skill in work-with-data was higher than the usual occupation of the rehabilitant, (3) employment in an occupation in which the skill in work-with-things was higher than the usual occupation of the rehabilitant, (4) employment at a full-time job, and (5) rehabilitant satisfaction with his job.

No significant statistical differences were found between the two ethnic groups in their success on the five measures used by the study. Wages remained the same for 63 Mexican Americans and 53 Anglo Americans. Similarly, 59 Mexican Americans and 51 Anglo Americans were employed full-time at the end of the study; and 30 Mexican Americans and 22 Anglo Americans were sufficiently satisfied with their jobs to

be interested in retaining them for life. The increases in skill were markedly smaller than the increases in the other measures of outcome, with only 17 Mexican Americans and 11 Anglo Americans who increased in skill in work-with-data and 14 Mexican Americans and 14 Anglo Americans who increased in skill in work-with-things.

Differences in Mexican Americans and Anglo Americans in age, poverty, education, usual occupation, and religion were found related to outcome in rehabilitation. An inverse relation was found between age and increase in skills. As might be expected, at the close of the study, poverty was also inversely related to full-time employment. The most outstanding finding related to this was the relatively large number of Mexican Americans who were fully employed and whose families were still in poverty. Education was not related to the first four measures of outcome but was related to rehabilitant satisfaction. Mexican Americans with a lower educational background were less satisfied with their occupations than the Anglo Americans; while those in the eighth grade level or higher were more satisfied than the Anglo Americans. Work skills were significantly related to the usual occupation of the rehabilitant. The rehabilitants who had been professional workers, sales-clerical workers or workers in machine trades went down in skill in work-with-data while those from service and structural occupations went up. Similarly, workers in farm employment or machine trades went down in skill in work-with-things while rehabilitants who had formerly been professional, clerical-sales or structural workers went up. Analysis of the relationship of religion to outcome revealed the Mexican American Catholics were more frequently employed than the Anglo American Catholics, and the most frequently employed Anglo American religious group were those classified as "Other," who were largely of Mormon or Jewish religious affiliation.

Other Characteristics Related to Outcome

Two characteristics generally considered closely related to vocational rehabilitation were analyzed as to their effect on outcome: (1) rehabilitants with a job goal, and (2) changes in job goal during the rehabilitation process. The existance of a job goal was found to be highly related to full-time employment but was not significant on the other measures of outcome. A higher percentage of Mexican Americans than the Anglo Americans had job goals at both the first and third interview, 43.2% - 36.9%, and were more likely to be employed at the end of the study if they had a job goal.

During the process of the study, a higher percentage of Mexican Americans than Anglo Americans went up in occupational goals while a higher percentage of the Anglo Americans went down. Among the group who changed their job goals, there was a lower percentage who had full-time employment at the end of the study than among those who retained the same goal, but for those who were employed, there tended to be an increase in skills when there was a change in goals.

Attitudes and Outcome

Although seven attitudes were given special attention in this research and analyzed for their comparability between Mexican Americans and Anglo Americans, only the attitude toward change was significant in rehabilitation outcome. The aspect of change found significant was interest in routine work. Income was significantly higher for those who liked routine work — more were employed in full-time jobs and more were satisfied with their jobs.

Equally as important as the significance of routine work in rehabilitation outcome was lack of any relationship between outcome and other attitudes included in this study. Orientation as to time, attitude toward work, difficulty, dependency, and formal organizations were not found significantly related to outcome. The language barrier also had no relationship to outcome. Personal characteristics appeared to be more important in outcome than these attitudes, suggesting the need for further research on whether attitudes are as important in vocational rehabilitation as generally believed.

Rehabilitation Services and Outcome

Completion of the rehabilitation process was found highly significant in relation to full-time employment, but was not significant on the other measures of outcome. No significant relationship appeared between receipt of meaningful services from Vocational Rehabilitation and outcome, or expenditures by the agency and outcome. Further study is needed to determine the lack of this relationship, since it has been found highly significant in other studies. It may have been partially caused by the halo effect of change in outlook of the rehabilitant because of his application, or it may be largely a reflection of the policy of the Arizona Division of Vocational Rehabilitation to obtain many of the services needed by their rehabilitants from other agencies, either through working agreements with these agencies, or contracts for provision of

services by them. The lack of relationship between agency expenditures and outcome may have been largely due to the fact that data was available on only the cases that had been closed and the ones receiving the greatest amount of financial help were still open, so were not included in the analysis. It should be noted there was expenditure data on only 35 Mexican Americans and 23 Anglo Americans, but there was no significant difference in the amount spent on this portion of the two groups.

The only analysis in the study involving the quality of the rehabilitation counseling was that related to the similarities between the expressed job goal of the rehabilitants, the job training provided them and/or the jobs they had at the end of the study. The analysis showed no significant difference between the job goals and the job training but a highly significant difference between the job goals and the jobs obtained. This seems to imply recognition of the rehabilitant's interest in training but inability to place the rehabilitant in line with his job goals. It should be apparent that the difficulties in placement are related to the services of the employment agency and the labor market and not merely those of Vocational Rehabilitation; however, the analysis showed that only about 50% of the rehabilitants received training. Increase in both training and placement possibilities seem needed.

Relation of "So Called" Mexican American Attitudes to Rural, Religious and Social Class Attitudes

The null hypotheses that the "so called" Mexican American attitudes were less ethnic than rural, religious and social class were tested in this study. No relation was found between the attitudes included in this study and rural background. Interest in routine work and belief in the need to work to be happy was found among the lower occupational groups; however, it was not as prevalent as among the Mexican American group. The belief that one needs to work to be happy was also found among the Catholic group but again the attitude was not as prevalent among them as among the Mexican Americans. Interest in working in a job where they might be a member of a union was the only attitude that was found equally prevalent among the Mexican Americans and the Catholic group.

In the analysis of personal characteristics, low educational achievement was a characteristic of the rural and the Catholic groups as well as the Mexican American group but was more prevalent among the

Mexican Americans. As might be expected, the number below the poverty line for the low occupational groups was equally as significant as among the Mexican American group, suggesting that the poverty problem is both a social class and ethnic problem. The most outstanding finding related to rural, social class and religious differences in receipt of rehabilitation services, appeared in the high proportion of agricultural workers closed at intake, indicating a low rate of rehabilitation of this type of worker.

Factors Directly Related to Outcome

Age, usual occupation and attitude toward change were found to be the only factors directly related to outcome in rehabilitation in this study. Age and usual occupation were related to increased work skills and the attitude toward change was related to increase in income, full time employment and rehabilitant satisfaction with the job. These three factors were not related to the other measures of outcome used in the study and other personal characteristics and attitudes were not found to have any significant relation to outcome in rehabilitation. This indicates the need for further study of factors significant to outcome in rehabilitation.

Hypotheses

The null hypotheses proposed by this study, and the findings related to each of them, are stated below.

1. No differences exist between Mexican Americans and Anglo Americans in "so called" Mexican American attitudes.

This null hypothesis was tested for the seven attitudes analyzed in this study: differences in language, orientation as to time, change, work, difficulty, dependency, and formal organizations. This null hypothesis could be rejected at the .001 level of significance for attitudes toward differences in language, but could not be rejected at the .05 level of significance for the six other attitudes.

2. No relation exists between "so called" Mexican American attitudes and outcome in vocational rehabilitation.

This null hypothesis could be rejected at the .01 level of significance for the attitude toward change, but could not be rejected at the .05 level of signifance for the six other attitudes.

3. The "so called" Mexican American attitudes are more typically rural, social class and religious than Mexican American.

This hypothesis could be rejected at the .05 level of significance for rural attitudes in all seven areas. It could not be rejected at the .05 level for the attitudes of various religious groups toward work and formal organizations, but could be rejected for the other attitudes at the .05 level of significance. It could not be rejected at the .05 level of significance for class attitudes toward work, but could be rejected for the other attitudes at the .05 level.

4. No difference exists between the Mexican Americans and Anglo Americans in job goals.

This hypothesis could be rejected at the .05 level of significance for job goals at the time of the first interview, but could not be rejected at the .05 level of significance for job goals at the time of the third interview. By this time, the differences in job goals had largely disappeared.

5. No difference exists in the Vocational Rehabilitation service provided Mexican Americans and Anglo Americans.

This hypothesis could not be rejected at the .05 level of significance for completion of the rehabilitation process and agency expenditures. It could be rejected at the .05 level of significance for meaningful services. The Mexican Americans received more meaningful services than the Anglo Americans.

6. Coordination of job training and job placement is not related to outcome in rehabilitation.

This hypothesis could not be rejected at the .05 level of significance for the first four measures of outcome. It could be rejected at the .05 level of significance for rehabilitant satisfaction with the job.

7. No difference exists between Mexican Americans and Anglo Americans in outcome in vocational rehabilitation.

This hypothesis could not be rejected at the .05 level of significance.

8. There is no single measure of success in vocational rehabilitation.

This hypothesis could not be rejected at the .05 level of significance.

Value of Several Measures of Outcome

This study showed the value of the use of several different measures of outcome rather than a composite ratio of success since different

values were revealed by the different measures and served different purposes in analyzing the work of vocational rehabilitation. Increase in income measures the economic return from the services provided, and is an important simple measure which is most valuable in support of requests for increases in appropriations. Increase in income is also important to the individual disadvantaged rehabilitant whose family income is below the poverty line and is desperately in need of financial help, but this measure gives no indication as to whether the increase in income is sufficient to meet the rehabilitant's needs.

Employment in a full-time job measures the reabsorption of the worker back into the labor market and the study showed how important this is to most of the rehabilitants. On the other hand, this measure alone shows nothing as to the level at which the worker returns to the labor market or how well the wages paid meet the needs of the rehabilitant.

Increase in work skills shows the level at which the rehabilitants return to the labor force. In these days of technological development, employment is becoming increasingly limited for the unskilled worker and the development of work skills is an important insurance for future employment. At first glance, this may appear to be the most important measure of outcome, but it also has its limitations. The interest and needs of some rehabilitants may not be served best by increase in work skills and any sound counseling program must recognize this.

Satisfaction with the job at the end of rehabilitation services is a very different type of measure of outcome and has the advantage of giving greater attention to the total adjustment of the rehabilitant. Although recent studies have indicated less relationship between job satisfaction and job performance for the blue-collar worker than was formerly believed, dissatisfaction with the job at the end of the rehabilitation process may give more indication of the adequacy of the wages and the rehabilitant's feelings about his job status than the other measures of outcome. In view of the development of various protest groups in our present day society and legislative response to citizen unrest, information in this area is important data for agency administrators.

Implications for Vocational Rehabilitation

A mass of data was compiled during this three-year study, but the most important findings appear to be (1) absence of "so-called" Mexican American attitudes usually considered blocks to rehabilitation, and (2) the equal success of Mexican Americans and Anglo Americans in rehabilitation. This should encourage the agency in more outreach to this ethnic group.

The reassurances as to the potential of the Mexican American group in rehabilitation are most encouraging but still leave unanswered the problem with which the study started, namely, the under-representation of the Mexican Americans among those served by Vocational Rehabilitation. It was not possible in this one study to obtain a complete answer to this problem, but some data obtained on special needs, outstanding characteristics, and different ways of working with them might aid Vocational Rehabilitation in reaching a larger proportion of this group. This is summarized in the following paragraphs.

Special Needs

1. Educational needs

Almost 16% of the Mexican American rehabilitants in the sample had only fifth grade education or less. In these days of technological development, employment opportunities are severely limited for rehabilitants of this educational level. Special training programs for this group are necessary and if not available in the community, they must be developed to provide a complete rehabilitation program.

2. Employment needs

Physical restoration, counseling and training must be followed by a sound employment placement to attain a total rehabilitation program. Yet this study found employment placement a weak link in the

chain. At the time of the fourth interview, more than 16% of the fully-employed Mexican Americans were earning less than $40 per week. Furthermore, the discrepancy between the job interest of the Mexican American and the job he obtained was found to be highly significant, giving further evidence of the weakness of the program in this area. Vocational Rehabilitation alone cannot meet this need; full community cooperation and action are necessary.

3. Language barrier

Almost 30% of the Mexican American group were limited in employment possibilities by a language barrier. About the same group requested the interview in Spanish, supporting the comment of many of them that the language barrier was also a serious handicap in counseling. Because of the language difference, they felt they could not convey their needs and concerns to their counselors, who in most cases could not speak Spanish. Increased provisions for training in English and addition of more Spanish-speaking personnel to the Vocational Rehabilitation staff seem indicated.

4. Financial needs

The acute financial need of many of the Mexican American rehabilitants was an important factor in their background. Not only was almost 55% of the group below the poverty line at the time they came to the agency, but almost 22% of them were $2,000 below the poverty line. Furthermore, more than 43% of them were still below the poverty line at the end of the study. In addition, attainment of a full-time job did not guarantee a solution to this problem, since at the end of the study 18 of the Mexican Americans employed full-time reported a family income which was still below the poverty line. As the size of the family is one factor in this problem, the availability of planned parenthood for those desiring it should be made certain by the counselors. However, this problem will require more than planned parenthood. It must include some form of income supplementation during *and* after rehabilitation.

5. Special problems of the agricultural worker

Special needs of the agricultural workers stood out in this study. Seventeen of the 28 Mexican American rehabilitants whose usual occupation was agricultural work were closed at intake without rehabilitation services. This group evidently needs special attention.

Mexican American Characteristics

1. Extended family

Extended families were characteristic of the Mexican Americans in this study. In one-fourth of the sample, the family group consisted of eight or more in each household. Most of them also had many relatives in the immediate neighborhood who visited frequently. Many family gatherings, great interest in their children and mutual help in time of trouble were also among their characteristics. The most direct relation of this to vocational rehabilitation was the prevalent opposition to moving away from the area where their families lived. Recognition of this point of view and inclusion of the family in the rehabilitation plan could gain the support of the whole group for the program, rather than endangering it with pessimistic and uncomprehending attitudes.

2. Respect for individuality

Respect of this group for individuality was revealed through their preference for an employer who had a personal interest in them, in their desire to have a job where they could work at their own speed, and in their opposition to penalties for coming late to work. Better understanding of these attitudes and avoidance of placement in some jobs might increase success in employment.

3. Response to professional counseling

Mexican American rehabilitants in this study showed a greater respect for all kinds of professional services than the Anglo Americans. For example, more than 17% of them reported they considered various professional people the most important influence in their lives; and almost 47% of the Mexican Americans, in comparison with 20% of the Anglo Americans, reported they sought professional services in time of trouble. The actual influence of Vocational Rehabilitation on Mexican American attitudes was shown by the change in work attitudes of a significant number of them. By the end of the study they were:

a. More willing to start at a low salary if there was a possibility of greater increase in salary in the future.
b. More interested in a supervisory position
c. Less interested in having a boss who made most of the decisions
d. Less interested in routine work
e. Less opposed to being penalized for being late to work.

4. Higher job goals

The tendency among the Mexican Americans in the sample was to raise their job goals as they went through the rehabilitation process, while the Anglo Americans tended to lower their job goals. If greater use were made of these heightened ambitions, greater attainments in rehabilitation might be reached.

5. Great interest in being employed

Mexican Americans showed an even greater interest in being employed than the Anglo Americans. This is another attitude of the group which might be a strong ally in development of an effective rehabilitation program.

Suggested methods in work with Mexican Americans

1. Outreach

Home visits appear to be essential in working with many of the Mexican Americans. Only 11 in the Mexican American sample had telephones, in comparison with 67 of the Anglo Americans, and they did not respond as frequently to letters. It seemed best to go directly to the homes to contact them and persist in the visits until the rehabilitants were seen. At the time of the third interview, the Mexican American interviewer found that he had to make from 3 to 10 visits to contact 30% of the rehabilitants. It is impossible to know how much their belief in ethnic discrimination is involved in the difficulties of reaching them, but the necessity of special efforts to contact them are evident.

2. Mexican American counselors and staff

In view of the Mexican American belief in ethnic discrimination, the language barrier prevalent among them and the cultural differences of the group, employment of as many Mexican Americans as possible on the staff of Vocational Rehabilitation seems indicated. If there is a shortage of qualified Mexican American counselors, counselor aides and Mexican American clerical workers could assist in bridging the gap. Education of Anglo American counselors and staff members in the Spanish language and culture would also help.

3. Financial aids and supplementation

It seems unlikely that many more Mexican Americans can be recruited into the Vocational Rehabilitation program until there is more provision for financial aid. This entails more supplementation

by public welfare or other income maintenance programs, as well as rehabilitation, and indicates the need for a total community commitment to vocational rehabilitation to attain the success desired. It is not probable that many Mexican Americans will give up even hand-to-mouth jobs, which are providing them and their families a subsistence form of existence, until they have more assurance of financial aid.

4. Supplementation of part-time and seasonal work

Disabled Mexican Americans, in addition to many other disabled workers, have a strong desire to work. They may not be able to do more than part-time or seasonal work, but even this may enable them to preserve their self-image in a work-oriented society. It might also bolster their low family income and help meet our industrial demands. The blind have received guarantees of some exemptions of earned income in public welfare budgeting of need.* To provide other disabled people the same protections, federal and state legislative changes should be given priority.

In conclusion, two basic principles of vocational rehabilitation stand out in this study. The first is the need to know and work with each rehabilitant as an individual, recognizing his different problems, attitudes and potentials. The other is the need to involve related services in the total rehabilitation program to attain the success desired. Vocational rehabilitation can give leadership, but the rest of the community must also assume its responsibility for full attainment of a sound program.

* The Social Security Act specifies that states "(A) shall disregard the first $85 per month of earned income, plus one-half of earned income in excess of $85 per month." *Compilation of the Social Security Laws*, including the Social Security Act, as amended, and related Enactments through January 2, 1968. Volume 1. Washington D. C.: U. S. Government Printing Office, 1968, 1002a (8).

Bibliography

GENERAL

1. Annual Report, 1966-67. *Vocational Rehabilitation in Arizona*. Arizona Vocational Rehabilitation Division, 1967.
2. Bogue, Donald J. *Skid Row in American Cities*. Chicago: University of Chicago, 1963.
3. *Dictionary of Occupational Titles*. 3rd ed. Washington, D. C.: Government Printing Office, 1965.
4. "Final Report — Vocational Rehabilitation of Disabled Public Assistance Clients." Phoenix: Arizona Division of Vocational Rehabilitation Administration, 1965, mimeographed.
5. Gowman, A. F. *The War Blind in American Social Structure*. New York: American Foundation for the Blind, 1957.
6. Gurin, G., Veroff, J. and Feld, S. *Americans View Their Mental Health*. New York: Basic Books, 1960.
7. Heimler, Eugene. "Emotional Significance of Work." County Psychiatric Social Work Organizer, Middlesex County Council. World Health Organization Consultant on Mental Health. Mimeographed, 1964.
8. Hollingshead, August B. *Elmtown's Youth*. New York: Wiley, 1949
9. ——, and Redlich, F. C. *Social Class and Mental Illness: A Community Study*. New York: John Wiley, 1958.
10. Kahl, Joseph A. and Davis, James A. "A Comparison of Indexes of Socio-Economic Status," in *American Sociological Review*, 20 (1955) 317-325.
11. Klein, Josephine. *The Study of Groups*. New York: Humanities Press, 1956.
12. Kluckhohn, Florence Rockwood, and Strodtbeck, Fred L. *Variations in Value Orientations*. Evanston, Illinois: Row Peterson, 1961.
13. Knowlton, Clark. "Problems and Difficulties in Planning and Development in Areas with Large Minority Groups." April, 1966, Proceedings of the Meeting of the Rocky Mountain Social Science Association.
14. Mayer, Albert J., and Sharp, Harry. "Religious Preference and Worldly Success," in *American Sociological Review*, 27 (1962), 218-227.

Minnesota Studies in Vocational Rehabilitation, Industrial Rehabilitation

Center, University of Minesota

15. xi — Vera Myers Schletzer, Rene V. Dawis, George W. England and Lloyd H. Lofquist. "Attitudinal Barriers to Employment." June 1961, Bulletin No. 32.
16. xii — David J. Weiss, Rene V. Dawis, George W. England and Lloyd H. Lofquist, "Validity of Work Histories Obtained by Interview." September 1961, Bulletin 34.
17. xiii — Robert E. Carlson, Rene V. Dawis, George W. England and Lloyd H. Lofquist with the assistance of Lois L. Anderson and David J. Weiss, "The Measurement of Employment Satisfaction." May 1962, Bulletin 35.
18. xiv — _____. "The Measurement of Employment Satisfactoriness." December 1963, Bulletin 37.
19. xv — Rene V. Dawis, George W. England and Lloyd H. Lofquist, "A Theory of Work Adjustment." January 1964, Bulletin 38.
20. xvi — David J. Weiss, Rene V. Dawis, George W. England and Lloyd H. Lofquist with the assistance of Lois L. Anderson, Robert E. Carlson and Richard S. Elster, "The Measurement of Vocational Needs." April 1964, Bulletin 39.
21. xviii — _____ with the assistance of Richard S. Elster, "Construct Validation Studies of the Minnesota Importance Questionnaire." December, 1964, Bulletin 41.
22. Schneiderman, Leonard. "Value Orientation Preferences of Chronic Relief Recipients." *Social Work*, 9, 3, (1964), 13-18.
23. Srole, Leo. "Social Integration and Certain Corollaries: An Exploratory Study," in *American Sociological Review*, 21 (1956), 709-716.
24. Thurston, L. L. *Multiple Factor Analysis*. Chicago: University of Chicago Press, 1947.

Utah Studies in Vocational Rehabilitation, Regional Rehabilitation Research Institute, University of Utah.

25. Bulletin No. 1 — Perry J. Rushlau and Gary Q. Jorgensen. "Interpersonal Relationships: A Review." July, 1966.
26. Bulletin No. 3 — Gary Q. Jorgensen, Frederick V. Janzen, Cecil O. Samuelson and William M. McPhee, "Interpersonal Relationships: Factors in Job Placement." March, 1968.
27. Von Mering, Otto. *A Grammar of Human Values*. Pittsburgh: University of Pittsburgh, 1961.
28. Woods, Sister Frances Jerome. *Cultural Values of American Ethnic Groups*. New York: Harper & Brothers, 1956.
29. Yinger, Milton J., Ikeda, Kiyoshi, and Laycock, Frank. "Treating Matching as a Variable in a Sociological Experiment," in *American Sociological Review*, 32 (1967), 801-802.
30. Zborowski, Mark. "Cultural Components in Response to Pain," in *Journal of Social Issues*, 8 (1962), 16-30.

STUDIES OF ASPIRATIONS

31. Barry, John R. and Malinovsky, Michael R. *Client Motivation for Rehabilitation: A Review*. University of Florida. Rehabilitation Research Monograph Series, Number 1, February, 1965.

32. Cantril, H. (ed.) *Public Opinion, 1939 to 1946.* Princeton: Princeton University Press, 1951.

33. Centers, Richard. "Motivational Aspects of Occupational Stratification," in *Journal of Social Psychology,* 28 (1948), 187-217.

34. _____ "Occupational Mobility of Urban Occupational Strata," in *American Sociological Review,* 13 (1948), 197-203.

35. Chinoy, E. "The Tradition of Opportunity and the Aspirations of Automobile Workers," in *American Journal of Sociology,* 57 (1952), 453-459.

36. Clark, K. E. *The Vocational Interests of Non-Professional Men.* Minneapolis: University of Minnesota Press, 1961.

37. Duffy, N. F. "Occupational Status, Job Satisfaction and Levels of Aspirations," in *British Journal of Sociology,* 11 (1960), 348-355.

38. Fleischer, Ernest. "Levels of Aspiration and Vocational Choice in the Cerebral Palsied Client." *Rehabilitation Literature,* 26 (1965), 9-11.

39. Form, William H. "Toward An Occupational Social Psychology." *Journal of Social Psychology,* 24 (1946), 85-99.

40. Haller, Archibald O. and Miller, Irwin W. "The Occupational Aspiration Scale: Theory, Structure and Correlates," 1961. Mimeographed.

41. Kuder, G. F. *Kuder Preference Record — Vocational.* Chicago: Science Research Associates, 1956.

42. Schaffer, Robert H. "Job Satisfaction as Related to Need Satisfaction in Work." *Psychological Monograph,* 67 (1954), 14.

43. Strong, Edward K. "Satisfactions and Interest." *American Psychologist,* 13 (1958), 449-456.

44. _____. *Vocational Interest of Men and Women.* Stanford: Stanford University Press, 1943.

45. Stubbins, Joseph. "The Relationship Between Level of Vocational Aspiration and Certain Personal Data: A Study of Some Traits and Influences Bearing on the Prestige Level of Vocational Choice." *Genetic Psychology Monographs,* 41 (1950), 327-408.

46. Super, Donald E. "Occupational Level and Job Satisfaction," *Journal of Applied Psychology,* 23 (1939), 547-564.

47. Veroff, Joseph, Feld, Sheila, and Gurin, Gerald. "Achievement Motivation and Religious Background." *American Sociological Review,* 27 (1962), 205-217.

48. Zurcher, Louis A., Meadow, Arnold, and Zurcher, Susan Lee. "Value Orientation, Role Conflict, Alienation from Work." *American Sociological Review,* 30 (1965), 539-48.

STUDIES OF OUTCOME

49. Block, J. R., Yuker, Harold E., Campbell, William J., and Melvin, Kenneth B. "Some Correlates of Job Satisfaction Among Disabled Workers," in *Personnel and Guidance Journal,* 42 (1964), 803-810.

50. Bruel, Frank R. *Do They Stay Rehabilitated?* State of Washington, Division of Vocational Rehabilitation, State Board for Vocacation, June 1, 1964.

51. California Bureau of Vocational Rehabilitation. "The Disabled Welfare Recipient: A Rehabilitation Challenge." Sacramento, California: Bureau of Vocational Rehabilitation, 1957.

52. "A Capsule Quiz." Conducted by Herbert Rusalem. *Rehabilitation Literature*, 25, 1 (1964), inside front cover.

53. Lieberman, Benjamin, Hochstim, Esther S. and Glock, Charles. "Some Factors in the Work Adjustments of Cardiac Patients. Report on a Study of the Clients of the Alameda County Heart Association, Cardiac Work Evaluation Unit." Alameda County Heart Association, March, 1962.

54. McPhee, William. "Adjustment of Vocational Rehabilitation Clients." Vocational Rehabilitation Administration, Division Research Grants and Demonstrations. Washington D. C.: Government Printing Office, 1964.

55. _____, and Magleby, F. Legrande. "Analysis and Evaluation of Selected Factors Related to Vocational Rehabilitation Adjustment of Clients in Montana, Utah and Wyoming." Reported in National Health Foundation's 1961 Inventory.

56. Magleby, F. LeGrande, and McPhee, William M. "Adjustment of Clients With Slowly Progressive Disabilities," in *Journal of Rehabilitation*. 29 (1963), 19.

57. _____. "The Female Rehabilitant," in *Personnel and Guidance Journal*, 43 (1964), 63-66.

58. Moed, Martin and Litwin, Dorothy. "The Employability of the Cerebral Palsied," in *Rehabilitation Literature*. 24 (1963), 266-269.

59. Nickerson, Eileen T. "Some Correlates of Adjustment of Paraplegics." Mimeographed.

60. "The Not Rehabilitated Clients. Characteristics of Clients Whose Cases Were Closed 'Not Rehabilitated' from the Active Caseload in Fiscal Year 1964." Division Statistics and Studies Vocational Rehabilitation Administration. Washington, D. C.: Government Printing Office, 1964.

61. Weiner, Hyman J. and Akabas, Shelley. "Rehabilitation and the Blue Collar Worker." *Rehabilitation Record*, 5 (1964), 18-21.

MEXICAN AMERICAN STUDIES

62. Andrews, Wade H. "Family Composition and Characteristics of an Economically Deprived Cross Cultural Rocky Mountain Area," in *Rocky Mt. Social Science Journal*, 3 (1966), 122-139.

63. Barker, George C. "Social Functions of Language in a Mexican American Community," in *Acta Americana*, 4 (1947), 189-192.

64. Broom, Leonard and Schevky, Eshref. "Mexicans in the United States: A Problem in Social Differentiations," in *Sociology and Social Research*, 36 (1952), 153-154.

65. Burma, John H. *Spanish Speaking Groups in the United States*. Durham: Duke University Press, 1954.

66. Clark, Margaret. *Health in the Mexican American Culture: A Community Study*. Berkeley: University of California Press, 1959.

67. "Distribution of Indians, Negroes and Spanish Americans in Arizona." Phoenix: Employment Service Commission of Arizona, 1966.

68. Francesca, Sister Mary. "Variations of Selected Cultural Patterns Among Three Generations of Mexicans in San Antonio, Texas," in *American Catholic Social Review*, 19 (1958), 24-34.

69. Gamio, Manuel. *Mexican Immigration to the United States* — A Study of Human Migration and Adjustment. Chicago: University of Chicago Press, 1930.

70. Griffith, Beatrice. *American Me*. Boston: Houghton Mifflin, 1948.

71. Hayden, Robert G. "Spanish Americans of the Southwest, Life Style Patterns and Their Implications," in *Welfare in Review*, 4 (1966), 14-25.

72. Heller, Celia S. *Mexican American Youth: Forgotten Youth at the Crossroads*. New York: Random House, 1966.

73. Jaco, E. Gartly. "Mental Health of the Spanish American in Texas," *in* Marvin Opler (ed.), *Culture and Mental Health Cross-Cultural Studies*. New York: Macmillan, 1959, 467-485.

74. Kluckhohn, Florence Rockwood. "Cultural Factors in Social Work Practice and Education," in *Social Service Review*, 25 (1951), 38-47.

75. Knowlton, Clark S. "Changes in the Structure and Roles of Spanish-American Families of Northern New Mexico," in *Proceedings Southwestern Sociological Association*, 1965, 15-48.

76. Madsen, William. *Mexican Americans of South Texas*. New York: Holt, Rinehart and Winston, 1964.

77. "Manpower Profiles. The Mexican American in Arizona." Phoenix: Arizona State Employment Service, 1968.

Mexican American Study Project. Division of Research, Graduate School of Business Administration, University of California, Los Angeles

78. Advance Report 1 — Walter Fogel, "Education and Income of Mexican Americans in the Southwest."

79. Advance Report 2 — Leo Grebler, "Mexican Immigration to the United States: The Record and its Implications."

80. Advance Report 3 — "Bibliography." Prepared by the Staff.

81. Advance Report 4 — Joan W. Moore and Frank G. Mittelbach, "Residential Segregation in the Urban Southwest."

82. Advance Report 5 — Frank G. Mittelbach and Grace Marshall, "The Burden of Poverty."

83. Advance Report 10 — Walter Fogel, "Mexican Americans in Southwest Labor Markets."

84. Advance Report 11 — A. Taher Moustafa and Gertrud Weiss, "Health Status and Practices of Mexican Americans."

85. Murray, Sister Mary John. *A Socio-Cultural Study of 118 Mexican Families Living in a Low Rent Public Housing Project in San Antonio, Texas*. Washington, D. C.: Catholic University, 1954.

86. Nichols, Andrew W. *Proposed Manner of Introduction of More Adequate Medical Care to a Semi-Isolated Mexican-Indian Community*. Stanford: Stanford School of Medicine, n.d.

87. Peñalosa, Fernando. "The Changing Mexican American in Southern California," in *Sociology and Social Research*, 51 (1967), 407-417.

88. _____, and Edward C. McDonagh. "A Socio-Economic Class Typology of Mexican Americans," in *Sociological Inquiry*, 36 (1966), 19-30.

89. _____. "Social Mobility in a Mexican American Community," in *Social Forces*, 44 (1966), 498-505.

90. Pinkney, Alphonso. "Prejudice Toward Mexican and Negro Americans: A Comparison," in *Phylon*, 24 (1963), 353-359.

91. Rubel, Arthur J. "Concepts of Disease in Mexican American Culture," in *American Anthropologist*, 62 (1962), 795-814.

92. Saunders, Lyle. *Cultural Difference and Medical Care*. The Case of the Spanish Speaking People of the Southwest. New York: Russell Sage Foundation, 1954.

93. Shulma, Sam, and Smith, Anne M. "The Concept of Health Among Spanish Speaking Villages of New Mexico and Colorado," in *Journal of Health and Human Behavior*, 4 (1963), 226-234.

94. Simmons, Ozzie G. "Mutual Images and Expectations of Anglo Americans and Mexican Americans," in *The Daedalus*, 90 (1961), 286-299.

95. Skrabanek, R. I. and Rapton, Avra. "Occupational Change Among Spanish Americans in Atascosa County and San Antonio, Texas." Texas Agricultural Experiment Station. College Station, Texas: Texas A & M University, 1966.

96. Swadesh, Frances L., "Property and Kinship in Northern New Mexico," *Rocky Mountain Social Science Journal II*, 1 (1965) 209-214.

97. Tuck, Ruth. *Not With the Fist*. New York: Harcourt, Brace, and World, 1946.

98. Ulibarri, Horacio. "Social and Attitudinal Characteristics of Spanish Speaking Migrant and Ex-Migrant Workers in the Southwest," in *Sociology and Social Research*, 50 (1966), 361-370.

99. Ulibarri, Sabine R. "Cultural Heritage of the Southwest, the Mexican American. A New Focus on Opportunity." Testimony presented at the Cabinet Committee Hearings on Mexican American Affairs. El Paso, Texas, 1967. Washington D. C.: Government Printing Office, 1967.

100. Woods, Sister Frances Jerome. "Cultural Conditioning and Mental Health," in *Social Case Work*, 39 (1958), 327-333.

English Version of Schedule for First Interview

(e) Date of Application_____
(f) Disability _____
(g) Birthdate _____
(h) Sex — M F
(i) Ethnic — Mex Anglo
(j) Neighborhood — Mex Anglo
Negro Other___
(k) Language—English Spanish
(l) Eng Skill — Good Av Poor
(m) Span Skill— Good Av Poor

(a) Schedule # _____
(b) Address _____
_____
(c) Interviewer _____
(d) Date _____

VOCATIONAL REHABILITATION STUDY

Introduction

I am the person your Vocational Rehabilitation counselor told (wrote) you would be out to talk to you. I am from the University. I am not a counselor. I am merely getting information for the study regarding which we wrote you. No names are used. Vocational Rehabilitation will never know what you say. The agency will only know the total number of answers but not your answers.

What we will talk about is very important. I need to know your exact answers. I hope it will be all right if I write as I go along. Now, I would like to ask you for some general information about yourself.

Application

1. How did you get to know about Vocational Rehabilitation? (Circle all named. If more than one, number 1 for most important, etc.)
   1 — Family
   2 — Friends
   3 — Church leaders
   4 — Public Welfare
   5 — Employment Service
   6 — Medical
   7 — Teacher or school
   8 — Industrial Commission
   9 — Social Security
   10 — Other _____
2. What did you want from Vocational Rehabilitation when you first went there? (List is not to be read by interviewer, only checked)
   1 — Treatment for main disability
   2 — Training
   3 — Employment
   4 — Financial help
   5 — Advice or counseling

6 — Testing for job skills
7 — Other _____

3. When did you first go to Vocational Rehabilitation? (First contact with agency) _____

Job Interest

4. Did you have in mind a particular kind of work at the time you went to Vocational Rehabilitation (Includes any job goal, whether to be secured through agency or not)
   1 — Yes
   2 — No
5. (If answer to number 4 is yes) What kind of work was this? _____
6. What is there about this type of work which made you choose it? _____
7. (If specific kind of work named) Do you expect to get this kind of work?
   1 — Yes
   2 — Uncertain
   3 — No
8. (If no job is named) Do you expect to get (have) some kind of work?
   1 — Yes
   2 — Uncertain
   3 — No
9. (If answer is yes) What kind of work is this? _____
10. Do any of your relatives do this kind of work?
    0 — Not apply
    1 — Yes
    2 — No
11. Do any of your friends do this kind of work?
    0 — Not apply
    1 — Yes
    2 — No
12. (If answer is yes) How many do this kind of work?
    1 — Relatives _____
    2 — Friends _____
13. Do you want to get a job where some of your relatives work?
    1 — Yes
    2 — Uncertain
    3 — No
14. Do you want to get a job where some of your friends work?
    1 — Yes
    2 — Uncertain
    3 — No

Training

15. Do you want some training for a job? (Include any training planned whether to be secured through the agency or not)
    1 — Yes
    2 — Undecided
    3 — No
16. (If interested in training) For what kind of work do you want training? _____

17. How do you plan to get this training?
    1 — Through Vocational Rehabilitation
    2 — By other means _____

18. What is there about this type of work that made you choose it?
_____

Employment History

19. Did you have a job when you came to Vocational Rehabilitation?
    1 — Yes
    2 — No

20. What was it? _____

21. Please describe what you did _____
_____

22. What was your weekly pay? _____

23. If you have worked, what kind of work have you done the most? (Enter student here if it applies) _____

24. When did you last have a job in this kind of work? _____
_____
(date)

25. How long did you do this kind of work? _____

26. Please describe what you did _____
_____

27. Are you working now?
    1 — Yes
    2 — No

28. What kind of work is it? _____

Advisors

I would like to know if you talked to the following persons about work? If you did talk to them, what did they think you should try to get?

29. Your wife (husband)
    a. Talked to
    1 — Yes
    2 — No
    b. What job _____

30. Your parents
    a. Talked to
    1 — Yes
    2 — No
    b. What job _____

31. Your Godparents
    a. Talked to
    1 — Yes
    2 — No
    b. What job _____

32. Your friends
    a. Talked to
    1 — Yes
    2 — No
    b. What job _____

33. Your teachers
    a. Talked to
    1 — Yes
    2 — No
    b. What job _____

34. Your Vocational Rehabilitation Counselor
    a. Talked to
    1 — Yes
    2 — No
    b. What job _____

35. Your priest or minister
    a. Talked to
        1 — Yes
        2 — No
    b. What job _____

36. Your doctor
    a. Talked to
        1 — Yes
        2 — No
    b. What job _____

37. On the whole, would you say that your family would prefer that you stay at home or would they prefer that you get a job?
    1 — Prefer stay at home
    2 — Prefer get a job

38. (If answer is "stay at home") What are the reasons?
    _____
    _____
    _____
    _____

Disability

39. What is your main disability? _____
    (classification)

40. How long have you had this disability? _____
    (Enter months less than 1 year and then years)

41. Do you have any other disabilities?
    1 — Yes
    2 — No

42. (If answer is yes) What are they? _____
    _____

Residence

43. Where were you born? _____

44. (For foreign born) How long have you lived in the United States?
    _____

Now we want to know where your parents and grandparents were born.

45. Your Father _____
46. Your Mother _____
47. Your Father's father _____
48. Your Father's mother _____
49. Your Mother's father _____
50. Your Mother's mother _____

51. Did you spend most of your childhood up to 18 years in
    1 — the country
    2 — a town or city of 2,500 up to 50,000
    3 — a city of 50,000 or more

School

52. What was the last grade you finished in school? _____

Religion

53. Do you have any church that you prefer?
    1 — Yes
    2 — No

54. (If answer is yes) Which of the following?
    1 — Protestant _____
    (denomination)
    2. — Catholic
    3 — Jewish _____
    (group)

4 — Mormon
5 — Other _____

55. How often do you usually go to church?
1 — Once a week or more frequently
2 — Not every week but at least once a month
3 — Not every month but at least twice a year
4 — Less often

56. (For the Mexican American group) Is Spanish used in some of the services?
1 — Yes
2 — No

Agricultural Background

57. Did you spend most of the last five years in
1 — the country
2 — a town or city of 2,500 up to 50,000
3 — a city of 50,000 or more

58. Have you ever worked in agriculture?
1 — Yes
2 — No

59. Where? _____

60. What kind of work did you do? (Include *specific tasks, type of work* — migrant or regular farm worker, *town or country living*, and *length of time*)
_____
_____
_____
_____
_____

61. Has your father ever worked in agriculture?
1 — Yes
2 — No

62. Where? _____

63. What kind of work did he do? (Include *specific tasks, type of work* — migrant or regular farm worker, *town or country living*, and *length of time*)
_____
_____
_____
_____

64. Has your grandfather ever worked in agriculture?
1 — Yes
2 — No

65. Where? _____

66. What kind of work did he do? (Include *specific tasks, type of work* — migrant or regular farm worker, *town or country living*, and *length of time*)
_____
_____
_____
_____
_____

Geographic Mobility

67. If you had a job that was a long distance from where you live now, would you move?
1 — Yes
2 — Undecided
3 — No

Family

68. How many people live in your house? (total) _____
69. What persons in addition to yourself live in the house and how many are either fully or part-time employed? (Enter number on appropriate lines below and "E" for those fully employed and "P" for part-time employment)
    1 — Spouse _____
    2 — Single children _____
    3 — Married children and their families _____
    4 — Parents and step-parents _____
    5 — Siblings and their families _____
    6 — Other relatives _____
    7 — Other persons _____
70. Who makes the final decisions for the family? _____
71. (If person is a student or employed) If you did not have a job, training program, etc., do you think that you could be satisfied without a job?
    1 — Yes
    2 — Somewhat
    3 — No
72. Are you finding ways of being satisfied at home without a job?
    1 — Yes
    2 — Somewhat
    3 — No

Group Membership

73. Do you belong to any groups or organizations where you attend meetings or pay dues?
    1 — Yes
    2 — No
74. (If answer is yes) How many? _____

Financial Situation

I am sure that you don't generally discuss your finances with strangers but we hope for the purposes of this study that you will be willing to share this information with us.

75. Do expenses worry you?
    1 — Yes
    2 — Somewhat
    3 — No
76. (If extended family) Do you share expenses at home?
    1 — Yes
    2 — Somewhat
    3 — No
77. Sources of Income (Circle all answers given and enter "1" for major or enter amount from each source)
    1 — Family
    2 — Your own pay (wages)
    3 — Friends
    4 — Public Assistance _____
    5 — Workmen's Compensation
    6 — Unemployment Compensation
    7 — Other insurance
    8 — Other
78. Do you help support anyone outside the home?
    1 — Yes
    2 — No
79. Who are they? _____ _____

80. What would you say is the total income of all the members of the family living in the house with you the last month. (Calendar month) _____

Occupation Parent

81. When you were a child, who was the main paid worker in your family? _____
82. What was this person's job? _____

Desires

83. If you should get the job you want, what would be the first things you would get?
    1 — First _____
    2 — Second _____
    3 — Third _____

Job Values and Problems

84. What would be the most important things that would make you choose one job rather than another if the pay were the same?
    1 — First _____
    2 — Second _____
    3 — Third _____
85. Have you had any special problems in getting jobs you wanted?
    1 — Yes
    2 — No
86. Could you tell me about it? _____
87. What do you think were some of the reasons?
88. Have you ever had any experience of good luck or bad luck?
    1 — Yes
    2 — No
89. Could you tell me about them? _____
90. Do you think you have had any good or bad luck in finding jobs?
    1 — Yes
    2 — Somewhat
    3 — No
    4 — Don't know
91. Could you tell me about this? _____
92. Have you ever thought of your disability as caused by good or bad luck?
    1 — Yes
    2 — Somewhat
    3 — No
    4 — Don't know
93. Could you tell me about this? _____

94. (For Mexican Americans only) How important is it to you to have a job where some Spanish is spoken?
    1 — Very important
    2 — Somewhat important
    3 — Not at all important

95. How important is it to you to have a job where there is a possibility of promotion?
    1 — Very important
    2 — Somewhat important
    3 — Not at all important

96. How important is it to you to have a job where you feel that your boss has interest in your well being? (Has interest in what is good for you)
    1 — Very important
    2 — Somewhat important
    3 — Not at all important

97. How important is it to you to obtain a job where you can be a member of a union?
    1 — Very important
    2 — Somewhat important
    3 — Not at all important

98. How willing would you be to start work at a lower paying job if it leads to a better job which you really want?
    1 — Very willing
    2 — Somewhat willing
    3 — Not at all willing

99. How willing would you be to work at a place where you lose some of your pay if you were not always on time?
    1 — Very willing
    2 — Somewhat willing
    3 — Not at all willing

100. Do you think that people need to work to be happy?
    1 — Yes
    2 — Undecided
    3 — No

101. Would you like a job where you do the same things in the same way each day?
    1 — Like very much
    2 — Somewhat like
    3 — Not at all like

102. Would you like to have a job where you supervise others?
    1 — Like very much
    2 — Somewhat like
    3 — Not at all like

103. Would you like to have a job where the boss makes most of the decisions?
    1 — Like very much
    2 — Somewhat like
    3 — Not at all like

104. Would you like to own your own business?
    1 — Like very much
    2 — Somewhat like
    3 — Not at all like

105. Would you like to have a job where you work at your own speed?
1 — Like very much
2 — Somewhat like
3 — Not at all like

Now we're going to do something a little different. I'm going to read you the start of a sentence and all I want you to do is to finish the sentence for me with the first thing that comes to mind. Don't worry about the answers — there are no right or wrong answers — and don't feel that anything is too silly or funny to say.

106. When I was a young (boy or girl) I wanted to be _____
_____.
107. When I was young I most admired _____
of all the famous people because _____
108. To have a disability is _____.
109. I cannot imagine myself in a training program for longer than _____.
110. Evil Spirits are _____.
111. My family always thought of work as _____.
112. When I am in trouble I _____.
113. The most important thing about any job is _____
_____.
114. My family wanted me to be _____
when I grew up.
115. To better my life I would _____.
116. Disability comes from _____
_____.
117. My family always thought school was _____.
118. What I fear most now is _____.
119. Black Magic (Mal Ojo) is _____
120. My chances now of doing what I want to do are _____
_____.
121. Ten years ago the thing I wanted most was _____
_____.
122. Today the thing I want most is _____
_____.
123. Ten years from today I hope that _____
_____.

CONCLUSION

This interview will be very helpful. Thank you very much for your cooperation. The plan is for me to return in six months to see how you are getting along. I will write you at that time and tell you just when I will come. I will put a telephone number on the letter. Please telephone me if you want me to come at a different time.